

Subj: DACOWITS RFI #15: PREGNANCY DOCUMENTATION

1. Purpose. To provide response to DACOWITS RFI via DON Tracker Tasker # 2016-MRA_MP_MPE-00000003.002.002

2. Background.

a. The Defense Advisory Committee on Women in the Service (DACOWITS) is concerned that the Marine Corps is the only service that differentiates between men's and women's temporary medical conditions by requiring/documenting pregnancies and postpartum convalescent periods on Marine's fitness reports. DACOWITS has requested a written response on from the Marine Corps on the intention and timeline to change the Marine Corps Performance Evaluation System and if not, the rationale for singling out pregnancy as the only medical condition which is required to be documented. MM was designated the lead to address the RFI.

3. Key Points

a. The Marine Corps, via the Performance Evaluation System order, DOES differentiate between a male out of height/weight standards and a female out of height/weight standards. Indicated in the order, starting on page 4-14, are the written instructions for cataloging a Marine being out of height/weight standards. The Marine Corps attempts to capture the information within a fitness report to further explain why an individual is either "in standards" or "out of standards" per MCO. If a Marine (male or female) is out of standards, an explanation is required in the form of directed comments contained in section I of the report. This information provides additional insight into why a Marine would be out of height/weight standards. A female can be out of height/weight standards for two reasons: an underlying medical condition or disease process and her unique, gender specific role of pregnancy; a male can be out of height/weight standards for only one: an underlying medical condition or disease process. This information is in no way considered adverse or derogatory. The intent in capturing the data is to further explain why a Marine is not in compliance of the current policy. As such, the Performance Evaluation System is not singling out pregnancy and, to date, there is no intent to change the order.

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