

# DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES

---



## 2015 Recommendations & Continuing Concerns

# Assignments Recommendations

---





# Gender Integration



- **Recommendation 1**: The Secretary of Defense should open all closed units, occupational specialties, positions and training to Service members who meet the requisite qualifications, regardless of gender. No exceptions should be granted that would continue any restrictions on the service of women.



# Gender Integration



- **Recommendation 2:** The Secretary of Defense should monitor, validate, and verify the Services' implementation of their integration efforts and progress in opening positions to women.



# Gender Integration



- **Recommendation 3:** Secretary of Defense should recommend legislation that mandates women between the ages of 18 and 26 fulfill the same selective service registration requirements as men.



# Female Accessions



- **Recommendation 1**: All Services should set goals to systematically increase the representation of women in the officer and enlisted ranks. These goals should be benchmarked against the pool of eligible women recruits/candidates. Furthermore, these goals should not be constrained by past or current representation of women in the Armed Services, or estimates of the propensity of women to enter the service.



# Female Accessions



- **Recommendation 2**: All Services should systematically increase the accessions of women into the officer and enlisted ranks.



# Female Accessions



- **Recommendation 3:** All Services should devote sufficient resources to target and increase the recruitment of women into the officer and enlisted ranks.



# Continuing Concern



- **Properly Fitting Combat Equipment**

# Wellness Recommendations

---





# Military Culture & Elimination of SH/SA



- **Recommendation 1:** The Secretary of Defense, Service Secretaries, and Joint Chiefs of Staff should communicate a united, passionate, and powerful message to the Armed Forces that sexual harassment and sexual assault are not part of our military culture.



# Military Culture & Elimination of SH/SA



- **Recommendation 2:** The Service Chiefs should send verbal and written communications to Service members emphasizing that sexual harassment and sexual assault are unacceptable and will not be tolerated. The message should embrace aggressive accountability of sexual harassment and sexual assault offenders, and those who were knowledgeable of the attacks and did nothing.



# Continuing Concern



- **Sexual Harassment and Sexual Assault Training and Retaliation**



# Sexual Harassment Program



- **Recommendation 1**: The Department of Defense should immediately complete the report required by Congress on the effectiveness of the Office of Diversity Management and Equal Opportunity in addressing sexual harassment.



# Sexual Harassment Program



- **Recommendation 2:** The Department of Defense should require that the Services provide at least the same attention to preventing and responding to sexual harassment, as they do to preventing and responding to sexual assault.



# Impacts of Social Media



- **Recommendation 1**: The Department of Defense and the Services should revise their definition of sexual harassment and any regulations pertaining to the use of social media to clarify that conduct or speech which takes place wholly online can itself constitute sexual harassment.



# Impacts of Social Media



- **Recommendation 2:** The Services should revise and implement sexual harassment training that addresses online harassment, anonymity, and the consequences of online behavior both on- and off-duty.



# Pregnancy/Postpartum Policies



- **Recommendation 1**: The Secretary of Defense should require that the Services evaluate, at least every two years, their policies regarding operational deferment in the case of pregnancy.



# Pregnancy/Postpartum Policies



- **Recommendation 2:** Given the importance of breastfeeding to healthy children and mothers, the Department of Defense should require the Services to increase the number and quality of lactation rooms available throughout the Armed Services.



# Pregnancy/Postpartum Policies



- **Recommendation 3:** The Department of Defense should require that all of the Services create a consolidated pregnancy and parenthood instruction.



# Continuing Concern



- **Postpartum Policies**



# Health Information



- **Recommendation:** The Department of Defense should issue a policy regarding the proper use and distribution of the computer generated OB MultiID Discharge Summaries and make every effort to eliminate the release of this protected health information.



# Performance Evaluation System



- **Recommendation:** The Marine Corps Performance Evaluation System should not differentiate between women's and men's temporary medical conditions and all references to pregnancy and postpartum convalescent periods should be removed from fitness reports to ensure fairness and the individual's medical privacy.

