US Coast Guard briefing to DACOWITS 18-19 June 2015

Presented by:

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Requests for Information

- Pregnancy
- Postpartum
- Breastfeeding

Current Policy

- Pregnancy in the Coast Guard, COMDTINST 1000.9 (series)
  - Evidence based decision making
  - Currently in revision, target date early 2016
  - New Title “Pregnancy and Parenthood”
  - Multiple updates in content
    - Pregnancy, Postpartum, Breastfeeding
    - Safety, Work-life, and Administrative

Pregnancy

–**What programs exist to prevent pregnancy discrimination and ensure commands adhere with DoD and Service's policies?**

- Robust civil rights, affinity groups, and direct communication with Commandant level focus groups

–**What resources exist for pregnant servicewomen as they prepare to balance a career in the military with parenthood?**

- Child Development Centers, Family Child Care, Child Care Subsidies, and Temporary Separations

–**How does pregnancy affect servicewomen's advancement, assignments, and retention?**

- No impact on advancement, minimal impact on assignments, and unknown on retention

–**Is pregnancy documented or coded in servicewomen's performance evaluations/fitness reports? If so, why?**

- No, pregnancy is specifically excluded/forbidden in all performance evaluations

–**What policies and/or programs exist to ensure servicewomen are not exposed to reproductive hazards?**

- Safety and Environmental Health, COMDTINST M5100.47 (series)

Postpartum

–**Describe the postpartum fitness testing policy. When was the last time this policy was updated?**

- The Coast Guard does not have a fitness testing policy for all members. Some members are subject to fitness testing as part of their current assignment. This policy allows members who were recently pregnant to not be subject to fitness standards.

–**What was the methodology used to design the postpartum physical fitness testing policy (e.g., supporting medical research)?**

- N/A

–**How does your Services' postpartum operational deferment policy compare with the DoD policy?**

- Coast Guard postpartum operational deferment policy is 6 months, taking into account unique Coast Guard missions. Various other services range from 6 to 12 months.

–**How do the postpartum policies affect servicewomen's advancement, assignments, and retention?**

- No impact on advancement, minimal impact on assignments, and unknown on retention

Breastfeeding

–**How does the postpartum physical fitness testing policy and the postpartum operational deferment policy impact servicewomen's ability to breastfeed?**

- No impact, service member should be enabled to breastfeed their choosing according to individual need.

– **What policies and/or programs exist to ensure servicewomen are not exposed to lactation hazards?**

- Safety and Environmental Health, COMDTINST M5100.47 (series)

QUESTIONS?

Points of Contact

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