DACOWITS RFI's
(Wellness)
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Army PREGNANCY, POSTPARTUM and BREASTFEEDING policies, which potentially impact the retention of servicewomen

- **Guiding Regulations on workplace assignment and general limitations?**
  - AR 40-501 (Standards of Medical Fitness), dtd 14 December 2007 is currently under revision and provides duty limitation guidelines
    - Rapid action revision (RAR) published 4 August 2011
    - Baseline for issuance of a profile (DA Form 3349) that provides commanders any duty limitations
  - AR 614-30 (Overseas Assignments), dtd 27 Feb 15, provides commanders assignment limitations
    - Army policy maintains 6 months operational deferment from date of child's birth as compared to 4 months required in DoDI 1342.19, dtd 7 May 2010
    - CDR may further extend deferment period if deemed operationally feasible
    - Soldier may request waiver of the deferment. If approved, a Soldier may deploy with the unit during the six-month nondeployable period following a newborn's birth
    - Maintains 6 month operational deferment to support breastfeeding

Army PREGNANCY, POSTPARTUM and BREASTFEEDING policies, which potentially impact the retention of servicewomen (cont.)

- **What policies and/or programs exist to ensure servicewomen are not exposed to reproductive or lactation hazards?**
  - AR 40-501 is the baseline for issuance of a profile (DA Form 3349) providing commanders any duty limitations
- **What methodology is used to design the current pregnancy and postpartum policy?**
  - Clinical Practice Guidelines
  - Balance of operational requirements with health and well-being of mother and baby

Army PREGNANCY, POSTPARTUM and BREASTFEEDING policies, which potentially impact the retention of servicewomen

- **What programs exist to prevent pregnancy discrimination and ensure commands adhere with DoD and Service's policies?**
  - Equal Employment Opportunity (EEO), Equal Opportunity (EO) Housing Referral Office (HRO), Inspector General (IG), Chaplain, Family Programs, Military One Source, Patient Advocate Office, and Army Community Service (ACS)
- **What resources exist for pregnant servicewomen as they prepare to balance a career in the military with parenthood?**
  - Public Health Command Women's Portal, Army Public Health Nursing, Child Youth Services and new parent support for child care and parenting guidance, Pregnancy/Postpartum Physical Training (PPPT) Program

Army PREGNANCY, POSTPARTUM and BREASTFEEDING policies, which potentially impact the retention of servicewomen (cont)

- **How does pregnancy and postpartum affect servicewomen's advancement, assignments, and retention?**
  - Allows servicewomen sufficient time to provide for the care of their new child and prepare to meet the standards of the military for advancement, assignments, and retention
  - Advancement - AR 600-8-19, 2 Feb 15 (Enlisted Promotions) and AR 600-8-29, 25 Feb 05 (Officer Promotions) provide promotion guidance. Pregnancy is not a limiting factor for advancement
  - Assignment – AR 614-30 (Overseas Assignments) limits overseas assignments and deployability
  - Retention – no impact on retention unless a Soldier is unable to provide a Family Care Plan (AR 600-20)

Army PREGNANCY, POSTPARTUM and BREASTFEEDING policies, which potentially impact the retention of servicewomen (cont)

- **Is pregnancy documented or coded in servicewomen's performance evaluations/fitness reports? If so, why?**
  - Yes. Every Soldier unable to take an APFT within 12 months of the "THRU: date of an evaluation requires an explanation. "Exempt from APFT requirement in accordance with AR 40–501"
  - Every Soldier unable to take an APFT within 12 months of the "THRU" date requires an explanation

Army PREGNANCY, POSTPARTUM and BREASTFEEDING policies, which potentially impact the retention of servicewomen

- **Describe the breastfeeding policy. When was the last time this policy was updated?**
  - The Army provides 6 weeks maternity leave, 1 week paternity leave and 6 month operational deferment
  - Currently, the Army is drafting a formal policy on breastfeeding
- **Describe the postpartum fitness testing policy. When was the last time this policy was updated?**
  - IAW AR 350-1 (Army Training and Leader Development), dtd 9 August 2014 Soldiers who are pregnant or who are recovering from childbirth are exempt from regular unit physical readiness training and APFT testing for the duration of the pregnancy and 180 days past pregnancy termination

Army PREGNANCY, POSTPARTUM and BREASTFEEDING policies, which potentially impact the retention of servicewomen (cont.)

- **What was the methodology used to design the postpartum physical fitness testing policy (e.g., supporting medical research)?**
  - Clinical Practice Guidelines
- **What programs exist to support breastfeeding and ensure that commands adhere to DoD and/or Service policies (e.g., provide time and a clean lactation space)?**
  - Military Treatment Facilities and Army Community Services New Parent Support Program have lactation consultants
  - Healthcare Providers and Maternity Nurses are available
  - Information is available on the PHC Women's Portal
  - Pentagon and DHHQ have a Lactation Support Program (LSP)