DACOWITS RFIs for June 2015

ASSIGNMENTS	** Repeat Request*
A1	**On September 10, 2014, at the Rutgers Aerospace and Defense Summit, US Navy Secretary Mabus said, "We don't have enough women in either the Navy or Marine Corps." Additionally, he cited the importance of a diverse force as a reason for bringing more women into the Services.** ➢ The Committee requests a **briefing*** from the **Marine Corps** on the following: ▪ How will the number of women expand, to include recruiting, training and career management programs? ▪ What methodology will be used to determine this new goal for women?
A2	**DACOWITS continues to be interested in the Marine Corps' research assessments, which will assist SECDEF in determining whether or not women will integrate into combat roles beginning next year.** ➢ The Marine Corps' Infantry Officer Course (IOC) research concludes in June and will no longer be open female volunteers. The Committee requests a **written response*** from the **Marine Corps** on the following: ▪ What is the fixed weight requirement for the IOC March? ▪ Does the fixed weight requirement fluctuate between IOC classes? If so, why? ▪ What is the overall attrition rate for men who have attended IOC over the past five years? ▪ If there is a higher attrition rate for women due to leg and/or hip injuries, has research been conducted studying potential ways to adjust or modify the gear and/or the way the gear is packed in order to help minimize the risk of these types of injuries? ▪ Is there any pre-conditioning in place for men or women that best prepares them to complete IOC without or with minimal medical set-back or attrition? ▪ When were the IOC requirements established (e.g., carrying ruck up the rope)?
A3	**DACOWITS continues to be interested in the Marine Corps' research assessments, which will assist SECDEF in determining whether or not women will integrate into combat roles beginning next year.** ➢ The Marine Corps' Infantry Officer Course (IOC) research concludes in June and will no longer be open female volunteers. The Committee requests a **briefing** from the **Marine Corps** on the following: ▪ What efforts were taken to encourage participation of more female IOC volunteers? ▪ Why did the experiment end in April?
A4	**DACOWITS continues to be interested in the career progression of female officers and enlisted women. The Committee is concerned about the potential affects on women who report substantiated sexual harassment (SH) and/or sexual assault (SA) (e.g., retaliation).** ➢ The Committee requests **DoD SAPRO, DoD ODMEO, and the Services** provide a **written response** on the following: • How does DoD and the Services track career progression of Service members who have substantiated reports of SH and/or SA to ensure career progression is not negatively impacted from reporting? • What is the retention rate of Service members (by gender and rank) beyond their initial contracts/obligations who report SH and/or SA?

DACOWITS RFIs for June 2015

ASSIGNMENTS	
A5	**In accordance with SECDEF's February 2013 memo, DACOWITS continues to be interested in the Services implementation plans to further integrate women into previously closed positions and units.** ➢ The Committee requests the **Services** provide a **written response** on the following: ▪ Update on the current progress and review being conducted, as well as potential exceptions to policy (ETPs) that have been drafted and the rationale. ▪ Explanation of the methodology being used to validate occupational performance standards for each occupational specialty (physical and mental). - Are the occupational performance standards for initial screening only or have they been rank/age adjusted? ▪ What efforts are being made to ensure women are given the opportunity to succeed in these newly opened career paths?
A6	**Recently a survey conducted for the U.S. Special Operations Command (USSOCOM) by the RAND Corporation received national media attention.** ➢ The Committee requests a **briefing** from **USSOCOM** on the following: ▪ The plans and studies being conducted for integration of women into special ops (e.g., analysis on training, facilities, education and other policies). ▪ How are officials examining "the social and cultural challenges of integrating females" into male-only jobs? ▪ What steps are being taken to resolve misinformation among personnel (e.g., "educate the force")? ▪ What methodology was used to analyze job requirements to best ensure standards are accurate and gender neutral? ▪ Provide an update on the following studies: Joint Special Operations University (JSOU) study of elite team performance and the University of Kansas study of cohesion and impacts.
A7	**DACOWITS continues to be interested in gender integration.** ➢ The Committee requests a **written response** from **Services** on the following: ▪ Have the Services surveyed/interviewed females engaged in combat operations to capture lessons learned or better understand combat integration? For example: Spec Ops, FET, CST, etc. If so, where is this documented and how has it been applied to the Women in Service Review (WISR)?
A8	**DACOWITS continues to be interested in gender integration.** ➢ The Committee requests a **written response** from **Services** on the following: ▪ Data breakdown by MOS/AFSC/Rating/Community by rank and gender for both enlisted and officer personnel for the previous 10 years, with data current as of January 2015.

DACOWITS RFIs for June 2015

WELLNESS	**** Briefings Combined***
W1	**The Committee is interested in reviewing the Services PREGNANCY policies, which potentially impact the retention of servicewomen.** ➢ The Committee requests a **briefing*** from the **Services** on the following: • What instruction(s) delineates the workplace assignment and general limitations for pregnant servicewomen? When was the last time this policy was updated? • What was the methodology used to design the current pregnancy policy (e.g., supporting medical research)? • What programs exist to prevent pregnancy discrimination and ensure commands adhere with DoD and Service's policies? • What resources exist for pregnant servicewomen as they prepare to balance a career in the military with parenthood? • How does pregnancy affect servicewomen's advancement, assignments, and retention? • Is pregnancy documented or coded in servicewomen's performance evaluations/fitness reports? If so, why? • What policies and/or programs exist to ensure servicewomen are not exposed to reproductive hazards?
W2	**The Committee is interested in reviewing the Services POSTPARTUM policies, which potentially impact the retention of servicewomen.** ➢ The Committee requests a **briefing*** from the **Services** on the following: • Describe the postpartum operational deferment policy. When was the last time this policy was updated? • What was the methodology used to design the postpartum operational deferment policy (e.g., supporting medical research)? • Describe the postpartum fitness testing policy. When was the last time this policy was updated? • What was the methodology used to design the postpartum physical fitness testing policy (e.g., supporting medical research)? • How does your Services' postpartum operational deferment policy compare with the DoD policy? • How do the postpartum policies affect servicewomen's advancement, assignments, and retention?
W3	**The Committee is interested in reviewing the Services BREASTFEEDING policies, which potentially impact the retention of servicewomen.** ➢ The Committee requests a **briefing*** from the **Services** on the following: • Describe the breastfeeding policy. When was the last time this policy was updated? • Methodology used to design this policy (e.g., supporting medical research)? • 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) • How does the postpartum physical fitness testing policy and the postpartum operational deferment policy impact servicewomen's ability to breastfeed? • What policies and/or programs exist to ensure servicewomen are not exposed to lactation hazards?

DACOWITS RFIs for June 2015

WELLNESS	
W4	**The Committee is interested in reviewing the Services Pregnancy, Postpartum, and Breastfeeding policies.** ➢ The Committee requests a **written response** from the **OSD Health Affairs** on the following: • What does the medical community recommend regarding postpartum operational deferment? • How do the Pregnancy, Postpartum, and Breastfeeding policies in the military differ from those of the civilian sector? • Does the medical community's current research and recommendations align with the DoD and the Services policies? • What policy and/or programs exist to ensure servicewomen are not exposed to reproductive or lactation hazards? • What specific forms are used to document pregnancy for servicewomen? - What specific terminology is used to indicate pregnancy? - Who are these forms sent to? Who has access to these forms? - How are miscarriages or abortions documented on these forms (terminology)? Who has access to this information?
W5	**The Committee is concerned with policies that may potentially violate the Privacy Act of 1974 and the Health Insurance Portability and Accountability Act (HIPAA), adversely effecting servicewomen.** ➢ The Committee requests a **briefing** from the **OSD Health Affairs** on the following: • How are the following concerns regarding the OB MultiID Discharge Summary being addressed? - Privacy Act and HIPPA violation issues; - Provides information outside of a Commander's "need to know"; - Terminology on the Discharge Summary does not accurately reflect a woman's pregnancy history, which is intended for visibility by a medical lay person; and - Withholding of information from the OB/GYN in the future/Seeking civilian care.
W6	**In early 2014, the DoD Sexual Assault Prevention and Response Office (SAPRO) asked the RAND Corporation National Defense Research Institute (NDRI) to conduct an independent assessment of sexual assault, sexual harassment, and gender discrimination in the military.** ➢ The Committee requests **briefings** from **DoD SAPRO and DoD ODMEO** on the findings of this study and its follow up study to be completed late winter/early spring, to include: • The number of active duty men and women who have experienced sexual assault, sexual harassment or gender discrimination in the past year. • The differences in rates of sexual assault, sexual harassment or gender discrimination by branch of service. • Service member's experiences with support and prosecution, available to those who report sexual assault, sexual harassment, or gender discrimination. • What actions have SAPRO and the Services taken as a result of the study findings?