



**NATIONAL GUARD BUREAU  
DACOWITS QBM SEPTEMBER 2022  
RESPONSE TO DACOWITS RFI Q13  
PREGNANCY IN THE MILITARY**

The Committee is interested in information the Military Services may have regarding the impact of pregnancy on retention and career advancement of servicewomen.

a. What complaint channels are or will be available to Service members to report violations of the pregnancy discrimination policy, and how will complaining Service members be protected from retaliation?

RESPONSE: All existing military equal opportunity (EO) complaint channels are available to service members reporting violations of the pregnancy discrimination policy and reporting retaliation related to protected military EO communication. Preventative measures – intended to protect members from retaliation - include education related to the prohibition on retaliation for protected communication. Protected communication includes military EO communication such as questions or reports of pregnancy discrimination.

b. Number of complaints your Service has received in the last three (or more) fiscal years - by number, time in service, and percentage of all servicewomen - that report adverse actions, treatment or career impact related to pregnancy (to include childbirth/caregiver leave utilization, lactation accommodations, postpartum health conditions, etc.),

RESPONSE: Pregnancy complaints sometimes can fall or be found within Gender complaints. With Pregnancy not being a protected basis, NGB-CMA does not track or have statistical data of incidents involving adverse actions, treatment or career impact related to pregnancy. NGB has not surveyed for adverse pregnancy-related impacts or treatment.

c. Statistics/exit survey data/other reflecting the number of servicewomen over the last three years, who have separated from the military for reasons related to pregnancy discrimination - by number, time in service, and percentage of all servicewomen.

RESPONSE: Existing exit survey tools are voluntary and anonymous. Data related to time in service is not available. In addition, because the surveys are voluntary, the data cannot be extrapolated to all servicewomen. Finally, the survey tool does not specifically request if members are leaving for reasons related to pregnancy discrimination.

d. Policies regarding female cadets/midshipmen at the Military Service Academies in the event they become pregnant. Are they required to resign or

give up their children for adoption? May they continue their studies during the term of their pregnancy? What are the policies for male cadets who father children? Are any policy changes being considered? How many female cadets have been affected by these policies in the last five years? How many resigned from service

RESPONSE: The National Guard does not administer separate Military Service Academies.