



DACOWITS RFI 11

Pregnancy in the Military

14 September 2022



Pregnancy: Actions Taken

11a: All Service actions taken or anticipated to comply with the SecDef's direction, to include legislative changes made or proposed, and the estimated time for implementation.

- **AR 600-8-10 (Leaves and Passes):** Instead of Soldiers using 12 consecutive weeks of maternity leave (after childbirth, beginning one day after the Soldier's release from the hospital or birthing center), Soldiers who give birth can now take six weeks of (non-chargeable) maternity convalescent leave upon release from the hospital, and then use an additional six weeks of (non-chargeable) primary caregiver leave within one year after the baby's birth. AR 600-8-10 (Leaves and Passes) was updated to show this change IAW the DoD Military Parental Leave Policy (MPLP). 10 USC 701 and the MPLP limit secondary caregiver leave (3 weeks) to only one increment.
- **AR 600-8-19 (Enlisted Promotions and Reductions):** Army policy requires requisite Primary Military Education (PME) be complete to qualify for promotion to the next higher grade. AD 2022-06 (Parenthood, Pregnancy, and Postpartum) directed the Army G-1 to establish a permanent policy for the temporary promotion (sergeant through master sergeant) of pregnant and postpartum enlisted Soldiers who are delayed from completing mandatory PME courses while on a temporary pregnancy profile and through at least 365 days postpartum.



Pregnancy: Actions Taken Cont.

- **AD 2022-06 (Parenthood, Pregnancy, and Postpartum):** This directive updates Army policy and executes Secretary of Defense memorandum (Career Enhancement of Pregnant U.S. Service Members), dated 3 November 2020. It incorporates evidence-based health and wellness guidance to improve quality of life, promote flexibility, and enable all Soldiers to safely continue their duties, return to readiness, perform critical assignments, and advance in their careers while growing their Families. This directive is grounded in the Army People Strategy; Diversity, Equity, and Inclusion Annex; Holistic Health and Fitness practices; Department of Defense Equal Opportunity Policy; and medical guidance. It also serves as part of the broader Action Plan To Prioritize People and Teams. Policy was effective on 19 April 2022 and Army regulations will be updated within 2 years to reflect the following provisions:
 - Postpartum Body Composition Exemption
 - Physical Fitness Testing Exemption
 - Pregnancy and Postpartum Dress Uniform Exemption
 - Operational and Training Deferrals
 - Professional Military Education (PME)
 - Lactation Accommodations
 - Fertility Treatment
 - Pregnancy Loss
 - Family Care Plans (FCPs)
 - Active Duty Operations Support (ADOS)
 - Paid Parental Leave in the Reserve Components
 - Education of Leaders



Pregnancy: Follow-on Briefing

11c: Please provide a copy of the follow-on briefing provided to the SecDef pursuant to his November 2020 memorandum.

- Unable to locate the follow-on briefing
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Pregnancy: Policy Compliance

11c: How will the Services monitor, track, and enforce policy compliance?

- Regulation proponents will incorporate the applicable provisions of AD 2022-06 (Parenthood, Pregnancy, and Postpartum) no later than 19 April 2024.
- The Army is in the process of developing a mechanism to track metrics to assess the impact of AD 2022-06, to include readiness and female retention.
- The Army is in the process of establishing and chartering an Army Women's Initiatives Team to advocate for Army policy, program, and resource changes to set conditions for women's recruitment, retention, readiness, health, well-being, empowerment, and advancement across the Total Army. The team will bring together representatives from across the Total Army to study issues, develop actionable policy changes, monitor/track past policy compliance, and make recommendation(s) to Army Senior Leaders pertaining to women in the Army. The goal is to have the team fully operational (established, chartered, and positions appointed) by October. The first meeting will be held sometime during Q1/FY23 to establish Subcommittee Leads and topics for the inaugural year.



Pregnancy: Training

11d: When will/did training begin to educate Service members that pregnancy discrimination is prohibited and on how to address pregnancy in their units? What audiences will be offered this training? Does this training include how to prevent and mitigate negative attitudes and bias toward pregnancy and postpartum servicewomen?

- Military Equal Opportunity (MEO) training covers pregnancy discrimination as a basis, but does not specifically go into detail about how that looks outside of the primary basis of discrimination which is sex.
- Pregnancy, postpartum, and parenting training will be incorporated throughout all pre-command courses. Education on menstrual suppression and contraception will also be provided. Other centers of excellence for the Advanced Leaders Course (ALC), Senior Leaders Course (SLC), Master Leader Course (MLC), Captain Career Course (CCC), Sergeants Major-A (SGM-A) course, Warrant Officer Senior Staff Course (WOSSC), Warrant Officer Intermediate Level Education (WOILE), and Intermediate Level Education (ILE) are encouraged to incorporate similar training tailored to their students' rank and leadership responsibility.
- Brigade-level commanders will publish a policy letter on pregnancy and postpartum Family wellness that will establish, at a minimum, brigade procedures for lactation, Family Care Plans, duty away from home, and convalescent leave.



Pregnancy: Career Progression

11e: Does your Service have any measures in place to track career progression and promotion of pregnant and postpartum servicewomen? If so, what are they? What are the trends?

- The Army does not have a mechanism (e.g. surveys, tracker, report) to reflect the career progression of pregnant or postpartum Servicemembers.



Pregnancy: Career Experience

11f: Has your Service conducted or commissioned any surveys, studies, or taken other measures to solicit feedback from servicewomen about workplace and career experiences as a result of their pregnancy and/or postpartum leave and/or breastfeeding/lactation needs? If so, what were the key findings?

- In early 2020, the Army launched the Department of the Army Career Engagement Survey (DACES) designed to assess retention intentions among Army Active Duty Soldiers.
- From 6 May 2020 through 31 December 2020, 28,209 Active Duty Army personnel responded to the voluntary DACES survey.
- Of these respondents, 15.4% were female and 84.6% were male.
- In this sample, 30.8% of female and 15.5% of male respondents indicated that mistreatment in the workplace was a “Somewhat Important” or “Extremely Important” reason to leave the Army.
- Of the 1,334 female respondents who indicated workplace mistreatment was a reason to leave the Army, 41.7% cited Pregnancy in Workplace as a source of mistreatment for them or someone they know, equating to 12.8% of all female respondents in this sample.