

INFORMATION PAPER

DAPE-MPE-DR
22 August 2022

SUBJECT: Defense Advisory Committee on Women in the Services (DACOWITS)
September 2022 Request for Information (RFI) 14

1. **RFI 14:** The Committee understands that there may be valid health or other reasons why servicewomen may be unable to continue work in their primary career field both during and after pregnancy. However, the Committee is concerned about the manner in which such work reassignments are determined and implemented, particularly when specialty-wide occupational reassignments are mandated. The Committee is also interested in the current policies outlining the physical fitness testing requirements applicable to pregnant or postpartum servicewomen. The Committee requests a written response from the Army, Navy, Marine Corps, Air Force, Space Force, Coast Guard, and National Guard addressing the following:

a. How does your Service make reassignment determinations when servicewomen must be temporarily reassigned to other duties due to pregnancy, regardless of whether for individual or occupational-wide profile reasons? Are meaningful assignments developed to ensure best utilization of servicewomen's skills? Do servicewomen have the opportunity to provide input on such reassignments? May servicewomen request waivers or the opportunity to continue working in their primary career specialty? Who within the command has decision authority for such reassignments?

b. What is your Service's pregnancy and postpartum physical fitness testing requirements?

c. What is your Service's postpartum operational deferment period?

d. How does your Service document the above actions? Are safeguards put in place to prevent adverse career impacts to servicewomen?

2. **Response:**

a. Pregnant Soldiers are not reassigned solely due to pregnancy, but may be curtailed from overseas assignments to receive proper prenatal and postpartum medical care. The overseas command determines if services are not available, and the Reassignment Authority (Human Resources Command) processes the movements. The Army's policies do not require women in any job specialties (MOS) to be reassigned to a different job specialty. Pregnant Soldiers are non-deployable; therefore pregnant Soldiers cannot be deployed, and deployed Soldiers who become pregnant must return from deployment when cleared by medical authority. These Soldiers may continue to work in their job specialty in a non-deployed location. There is no waiver that allows a

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pregnant Soldier to continue to serve in a deployed location. Pregnant Soldiers may be removed from certain special duties (not primary job specialties) such as Drill Sergeant duties, and will be reassigned to resume Drill Sergeant duties once medically cleared. There is no waiver that allows a pregnant Soldier to continue serving as a Drill Sergeant.

b. Soldiers are exempt from taking a record physical fitness test while pregnant and for 365 days after the conclusion of pregnancy. Soldiers are also exempt from other regular unit physical readiness training requirements (such as diagnostic physical fitness tests, timed distance runs, timed distance ruck marches, and order of merit list (OML)-generating physical requirements) outside the Pregnancy Postpartum Physical Training (P3T) program for 180 days after the conclusion of pregnancy. After 180 days, Soldiers will return to regular unit fitness training. Modified activities within a Soldier's limits, and as noted on the Soldier's profile, are encouraged within the 180 days. Soldiers may elect an early release from the P3T program and return to their regular unit physical readiness training. Soldiers can volunteer to take any record physical fitness requirement within their exemption period, as prescribed in Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum), without ending the exemption early.

c. Currently regulatory guidance, AR 614-30 (Overseas Service), for postpartum operational deferment from deployment reflects 6 months; however, ALARACT 022/2021 (Deferment from Deployment Authorized for Twelve Months After the Birth of a Child), announced the extension to 12 months enacted in NDAA 2020, and will be incorporated into the next revision of the regulation. Additionally, Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum), expands the deferment to include deployment, mobilization, field training, combat training rotations, collective training events, pre-mobilization training, unit training assembly, and temporary duty, and also applies to Soldiers in the case of adoption or long-term child placements. The deployment deferment portion of this Army Directive will also be incorporated into a future revision of AR 614-30.

d. Curtailments and removals from special duty are documented via the requests from the commands and the approval documents from the reassignment authority. Restrictions from deployment are documented via the personnel code history in the personnel system of record. Returns from deployment are documented at the unit level. There is no central tracking of these types of actions. Pregnant Soldiers receive a Movement Non-available Reason (MVNAR) code in personnel systems to ensure they are not deployed and a Medical Readiness Code (MRC) along with a Deployment Limiting (DL) Code in medical and personnel systems to further identify them.