

INFORMATION PAPER

Subj: DACOWITS RETENTION INITIATIVES FOR SERVICEWOMEN; REQUESTS FOR INFORMATION (RFI)

Ref: (a) DACOWITS RFIs for September 2022

1. Purpose. Per the reference, the following responses are provided, specifically for RFIs #12 (Pregnancy in the Military).

2. **RFI #12**

a. What medical, mental health, and other support and leave opportunities are provided to servicewomen who experience an abortion, miscarriage (i.e. spontaneous abortion), still birth or death of newborn after birth?

Response: Current leave policies authorize non-chargeable leave entitlements in the amount of 42 days each, for Maternity Convalescent Leave and Primary Caregiver Leave. Currently, actively participating with the Office of the Secretary of Defense and other Services on drafting a Department of Defense Instruction for the expansion of the Military Parental Leave Program, implementation of Bereavement Leave, abortion care, and pregnancy notification.

b. What directives, regulations, and policies address/provide for such care and leave?

Response: Marine Corps Order (MCO) 5000.12F, Parenthood and Pregnancy Policy and MCO 1050.3J, Leave and Liberty govern the leave opportunities.