

INFORMATION PAPER

Subj: DACOWITS Retention Initiatives for Servicewomen Requests for Information (RFI)

1. Purpose. To provide answers to DACOWITS Retention Initiatives for Servicewomen RFI

2. RFI

**RFI #13:** The Committee requests a written response from the Military Services addressing the following:

- 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?

Marine Corps Order (MCO) 5354.1F, "Marine Corps Prohibited Activities and Conduct (PAC) Prevention and Response Policy," Chapter 3, paragraph 14 details the channels available to Marines who would like to submit an allegation of pregnancy discrimination: Immediate chain of command or designated representative (i.e., equal opportunity representative), Equal Opportunity Advisor office, an Article 138 Uniform Code of Military Justice complaint, or anonymously (e.g., organizational hotlines or advice lines, official electronic mail, or official telephone lines, or the Naval Criminal Investigative Service).

Service members reporting pregnancy discrimination are protected from retaliation by the language published in the Manual for Courts-Martial and SECNAV Instruction 5370.7E, "Military Whistleblower Protection." MCO 5354.1F, Chapter 3, paragraph 9 also identifies that certain complainant communications are considered protected; therefore, reporting individuals are protected from retaliatory actions.

- Number of complaints the Service received in the last three fiscal years that report adverse actions, treatment or career impact related to pregnancy, as well as survey information/findings that report adverse pregnancy-related impacts or treatment.

The Marine Corps does not track adverse pregnancy-related actions or impacts.

- Statistics or exit survey data reflecting the number of servicewomen over the last three years who have separated from the military for reasons related to pregnancy discrimination.

The Marine Corps' Exit Milestone Longitudinal Survey does not capture pregnancy discrimination as a reason for servicewomen separating from the Service.

- 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?

The Marine Corps does not own/manage a military service academy.