

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 RFI #14 and (Pregnancy in the Military).

2. **RFI #14**

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 Servicewoman 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?

Response: In accordance with MCO 5000.12F, pregnant Marines shall not be assigned to duties that may adversely affect their health, the health of their unborn child(ren), or the health of fellow Marines. In consultation with pregnant Marines' Health Care Providers (HCPs), Commanding Officers / Officers in Charge (COs/OICs) shall determine work assignment limitations. Results of the industrial hygiene site survey, evaluation by the occupational HCP, or recommendations by the obstetric HCP may indicate the need for reassignment or work restriction(s) in accordance with applicable references. Whenever possible, a Marine who is transferred from a unit because of pregnancy shall be reassigned to the same billet in the same command, or an equivalent billet in a command of the same type, following the pregnancy and any related convalescent and parental leave and deferment period to which the Marine is entitled.

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

Response: In accordance with MCO 5000.12F, pregnancy and postpartum exemption periods were expanded from nine to 12 months to return to fitness standards and reflected in applicable orders. Marines are required to take the Physical Fitness Test and Combat Test no earlier than 12 months after giving birth.

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

Response: Marines will not normally be transferred to deploying units from the time of pregnancy confirmation up to 12 months following the date the Marine is discharged or released from the hospital. If the Service member finds out they are pregnant while deployed, they will be transferred no later than the 20th week of pregnancy.

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d. Does your Service document the above actions? Are safeguards put in place to prevent adverse impacts to Servicewomen?

Response: A Service member's medical deployability, and duty limitation status is tracked and reported in the Marine Corps Total Force System, as well as medical reporting systems. MCO 5000.12F states, that pregnant and post-partum Marines will not be adversely evaluated or receive adverse fitness reports or evaluations as a consequence of pregnancy, post-partum complications affecting the health of the mother, and/or nursing.