



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES SPACE FORCE

9 September 2022

MEMORANDUM FOR DACOWITS

FROM: HQ USSF/S1
2020 Air Force Pentagon
Washington, DC 20330-2020

SUBJECT: USSF DACOWITS RFI Responses

PREGNANCY IN THE MILITARY

PURPOSE

In accordance with DACOWITS' Terms of Reference, the Well-Being and Treatment (WB&T) Subcommittee will determine if there are gaps in institutional policies and procedures that obstruct pregnant servicewomen from progressing in their military career and recommend policy changes.

QUESTION #13

The Committee is interested in information the Military Services may have regarding the impact of pregnancy on retention and career advancement of 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. 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?

- USSF has not been tracking this data separate from USAF and USSF follows DAF policies

b. Number of complaints your Service has received in the last three (or more) fiscal years - by number, time in service, and percentage of all servicewomen - that report adverse actions, treatment or career impact related to pregnancy (to include childbirth/caregiver leave utilization, lactation accommodations, postpartum health conditions, etc.), as well as survey information/findings that re-port adverse pregnancy-related impacts or treatment.

- USSF has not been tracking this data separate from USAF and USSF follows DAF policies

c. Statistics/exit survey data/other reflecting the number of servicewomen over the last three years, who have separated from the military for reasons related to pregnancy discrimination - by number, time in service, and percentage of all servicewomen.

- USSF has not been tracking this data separate from USAF and USSF follows DAF policies

d. 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?

- USSF has not been tracking this data separate from USAF and USSF follows DAF policies