



**DEPARTMENT OF THE ARMY**  
**ASSISTANT SECRETARY OF THE ARMY**  
**MANPOWER AND RESERVE AFFAIRS**  
111 ARMY PENTAGON  
WASHINGTON, DC 20310-0111

SAMR

06 Sep 2023

MEMORANDUM FOR Chairman, Defense Advisory Committee on Women in the Services (DACOWITS), ATTN: DACOWITS Members, Washington, DC 20310-0111

SUBJECT: Army Written Responses to DACOWITS's Request for Information (RFI) 7

1. In accordance with DACOWITS and its three subcommittees: (1) Recruitment and Retention (R&R); (2) Employment and Integration (E&I); and (3) Well-Being and Treatment (WB&T), the following Army written responses are provided to the RFIs:

a. **Pregnancy in the Military.** The WB&T subcommittee requests written responses from the Army on the following:

(1) Are there any barriers, prohibitions, or other restrictions preventing pregnant or postpartum servicewomen from attending? If so, what are they?

**Response-** In accordance with Army Directive 2022-06, temporary profiles for fertility/pregnancy/postpartum will not restrict the eligibility for officers and warrant officers to attend and/or graduate from PME (such as Basic Officer Leaders Course (BOLC)–B, Captain Career Course, Command and General Staff Officer College, Army War College, Warrant Officer Basic Course (WOBC), Warrant Officer Advanced Course, Warrant Officer Intermediate Level Education, and Warrant Officer Senior Service Education). Nor will such temporary profiles restrict the eligibility for noncommissioned officers (NCOs) to attend the Sergeants Major Course (or equivalent course). See Enclosure 2: Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum).

(2) Is completion of a fitness test or fitness assessment waived, if not an essential element of the PME?

**Response-** IAW Army Directive 2022-06, the most recent record physical fitness test will be used to satisfy PME eligibility and graduation requirements. Soldiers who do not have a passing physical fitness test of record dated within the last 730 days (24 months) must receive a waiver from the school's commandant. See Enclosure 1: Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum).

(3) Who has oversight of school commandant policies/regulations related to the approval/disapproval of eligibility and/or graduation requirements for pregnant or postpartum servicewomen? Who has the authority to grant fitness waivers? Is there an appeal process?

**Response-** The Commanding General, U.S. Army Training and Doctrine Command (CG, TRADOC); Commanding General, U.S. Army Combined Arms Center (CG, CAC);

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and Commanding General, U.S. Army Special Operations Command (CG, USASOC), as applicable, will identify PME course physical requirements that cannot safely be completed while pregnant and cannot reasonably be waived. This responsibility will not be further delegated. Justification for any identified PME courses will be communicated to the ASA (M&RA) prior to implementation. All other physical requirements for graduation will be waived in accordance with a pregnant/postpartum Soldier's temporary profile and approved physical readiness training exemption period. Postpartum Soldiers, who are no longer on profile, will be required to complete all other physical requirements necessary for graduation. See Enclosure 1: Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum).

2. The POC for this action is COL Caprissa S. Brown-Slade, Army Chief Diversity Officer, Senior Advisor for Diversity and Inclusion (SADI), ASA (M&RA), via email: caprissa.s.brownslade.mil@army.mil or via phone 202.341.1348.

///Original Signed///

AGNES GEREBEN SCHAEFFER

Encl

1. Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum)