



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

OFFICE OF THE SECRETARY

September 2023

MEMORANDUM FOR DACOWITS

FROM: HQ USAF
1720 Air Force Pentagon
Washington DC 20330-1720

SUBJECT: USAF DACOWITS RFI Response RFI #7

QUESTION #7

In December 2017, via RFI 4, the Committee asked about the Military Services related to pregnant/postpartum residency at development professional military education (PME) schools, to include Command and General Staff College, War College, Senior Enlisted Academies, Top Level Schools, or the Service equivalent. The Committee remains concerned about whether pregnant or postpartum servicewomen are being permitted to attend PME. In 2022, the Army published a new directive titled, "Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum)," which outlines that a pregnancy profile will not inhibit women from attending PME. In addition, in cases in which fitness testing is required to satisfy eligibility and/or graduation requirements, a passing physical fitness test of record dated within the last 24 months must receive a waiver from the school's commandant.

The Committee requests an updated written response from the Army, Navy, Marine Corps, Air Force, Space Force, and Coast Guard regarding current policies. Provide the following:

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

- Per DAFI36-2670, *Total Force Development*, paragraph 3.2.1.22.22. Prior to members attending (PME), they will send their AF Form 469 and AF Form 422 to their PCM or OB/GYN for approval followed by sending to the school 14 days prior to class start date. The school will provide a list of physical activities and events included in the curriculum so that PCMs and OB/GYNs are aware. There should be no pressure or expectation that a pregnant or postpartum Airmen perform an event and/or activity they are not able to perform. If a member does not want to attend, there is no expectation to attend the resident professional military education during pregnancy or the postpartum FA deferment period.
- Policy outlined in DAFI36-2686, *Officer Development* (Draft) states:
 - 2.12.10.1. Develops options for resident PME schools that are 10 months or longer for pregnant students to allow them to complete the program and receive full credit, while also taking their parental leave entitlements in accordance with

DAFI 36-3003 and not putting the member's career progression or follow-on assignment at risk.

- Policy outlined in DAFI36-2685, *Enlisted Developmental Education* (Draft) states:
 - 3.3. Resident EPME Selection. 3.3.4. Once notified of selection, Airmen are required to attend in-resident EPME. Members may defer attendance for valid mission, medical or humanitarian reasons to include pregnancy and postpartum. Deferment requests require justification, wing command chief concurrence and wing commander (or equivalent) approval with a courtesy copy to the MAJCOM EPME manager. (T-2).

b. Is completion of a fitness test or fitness assessment waived, if not an essential element of the PME?

- Per DAFI36-2670, 3.2.1.22.2. Officer and enlisted members must have a current passing Air Force Fitness Assessment (FA) prior to attending any resident professional military education, with the exception of members who are pregnant or postpartum (within their 12-month postpartum FA deferment period) and receive approval from their PCM or OB/GYN to attend.
- Policy outlined in DAFI36-2686, *Officer Development* (Draft) states:
 - 3.1.2. Officers must have a current passing Fitness Assessment (FA) prior to attending any resident Officer Development Education (ODE) program. (T-2) In the rare circumstances that FAs must be conducted during ODE or as a part of the ODE curriculum, the FA should be conducted after the member completes any required acclimatization period, IAW in DAFMAN 36-2905 *Department of the Air Force Physical Fitness Program*. The completed FA may count as an official FA for currency and entered into myFitness. For members attending any resident professional military education course that is less than 6 months in duration, a passing FA must be current through course completion. (T-2)
- Policy outlined in DAFI36-2685, *Enlisted Developmental Education* (Draft) states:
 - 3.7.2.1. Fitness Exception. Enlisted members must have a current passing Fitness Assessment (FA) prior to attending any in-resident professional military education. 3.7.2.1.1. For members attending any in-resident professional military education course less than 6 months in duration, a passing Air Force fitness assessment must be current through course completion. (T-1). 3.7.2.1.2. Members medically exempt, deployed, and unable to complete a FA prior to attendance may attend with commandant approval.

c. Does your Service have a similar regulation to the Army's which delineates PME requirements for pregnant or postpartum servicewomen? If so, provide.

- Yes, the current Air Force publication for Professional Military Education is DAFI36-2670 *Total Force Development*. It is being revised into DAFI36-2685, *Enlisted Developmental Education* and DAFI36-2686, *Officer Development*. These publications combine pregnancy or postpartum with all guidance for PME.

d. 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?

- For Enlisted, the Commandants of the schools; however, the Commander of the Barnes Center of Education under Air University has oversight of commandant policies, regulations, waivers, and appeals.
- For Officer Professional Military Education, AU provides oversight of school commandants' policies/regulations. All fitness waivers and appeals are Tier-2 level.