

SUBJ: DACOWITS RFI #6 - September QBM

FROM: Coast Guard Academy

TO: DACOWITS Committee

THRU: Office of Diversity & Inclusion (CG-1D1)

PREGNANCY IN THE MILITARY

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.

Congress enacted legislation in the FY22 National Defense Authorization Act (NDAA) which directed the SecDef to prescribe regulations by December 27, 2022, to preserve the parental guardianship rights of a cadet or midshipman who becomes pregnant or fathers a child, while attending a Military Service Academies (MSAs), consistent with the individual and academic responsibilities of such cadet or midshipman. It is important to note that this legislation did not provide guidance that pertains to enlisted Service members enrolled in Reserve Officer Training Corps (ROTC) commissioning programs.

The Committee requests a written response from the Office of the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), the MSAs, and Military Services (Army, Navy, Marine Corps, Department of the Air Force, and Coast Guard) to address the following questions:

DACOWITS:

- a. USD(P&R): Has this legislation been enacted, if so, when? If not yet enacted, what is the expected implementation date?
- b. MSAs: Will affected cadets and midshipmen in Service as of the Congressionally directed enactment date be grandfathered (i.e., able to avail themselves of the new rules)?
- c. MSAs: Provide copies of and links to the implementing DoD directives and guidance.
- d. MSAs: Has Service guidance been issued? If so, provide copies.
- e. MSAs: How many cadets and midshipmen are currently waiting for the Act to be implemented?
- f. Military Services: Provide the instruction(s) which delineate policy guidance for pregnant and postpartum ROTC students. In addition, provide the instruction(s) which delineate policy guidance for enlisted pregnant and postpartum Service members enrolled in ROTC commissioning programs.

CG Response:

- b. The Coast Guard will implement this legislation by June 2024 in accordance with the congressional mandate. The Coast Guard Academy is in close contact with the DoD Service Academies and plans to review and ensure alignment with the DoD instruction on cadet pregnancy upon its promulgation.
- c. There are none to provide at this time.
- d. Not at this time. The Coast Guard is awaiting the implementation of DoD policy and intends ensure alignment.
- e. The Coast Guard Academy is not aware of any cadets that are specifically awaiting the implementation of the policy.
- f. The Coast Guard does not have an ROTC program.