

SUBJ: DACOWITS RFI #7 - September QBM

FROM: FORCECOM

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.

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:

DACOWITS:

- a. Are there any barriers, prohibitions, or other restrictions preventing pregnant or postpartum servicewomen from attending? If so, what are they?
- b. Is completion of a fitness test or fitness assessment waived, if not an essential element of the PME?
- c. Does your Service have a similar regulation to the Army's which delineates PME requirements for pregnant or postpartum servicewomen? If so, provide.
- 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?

CG Response:

Please reference the Coast Guard Performance Training and Education Manual (PTEM) for the below responses: [COMDTINST 1500.10D](#)

- a. Force Readiness Command (FORCECOM) selects the best qualified members for advanced education and senior service school opportunities with no barriers, prohibitions, or restrictions for pregnant or postpartum servicewomen.
- b. The PTEM does not include policy on fitness assessments for any member, including pregnant or postpartum servicewomen.
- c. The PTEM does not include policy on fitness assessments for any member, including pregnant or postpartum servicewomen.

d. The FORCECOM Career Investments (FC-CI) Division oversees the requirements for Professional Military Education, known as Advanced Education, within the U.S. Coast Guard. Fitness for pregnant or postpartum servicewomen enrolled in the Advanced Education program is not addressed in the FORCECOM PTEM. Should a fitness requirement be a condition of enrollment or completion of an Advanced Education program, FC-CI would assess the requirement and determine the waiver and appeals process, as needed.