



FORCE RESILIENCY

OFFICE OF THE UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

MEMORANDUM FOR DEFENSE ADVISORY COUNCIL ON WOMEN IN THE SERVICES

SUBJECT: Request for Information for December 2020 Quarterly Business Meeting

INQUIRY: During the September 2020 business meeting in response to RFI 6, the Office for Diversity, Equity, and Inclusion (ODEI) provided a briefing and indicated that the DoDI 1350.02, Military Equal Opportunity Program, is currently under review and that pregnancy discrimination will be added as a subset of sex discrimination – pending final coordination and approval.

The Defense Advisory Council on Women in the Services requests that ODEI provide a copy of the newly revised DoDI 1350.02 and an accompanying written response that explains the new provisions related to pregnancy discrimination, the deadline for Service implementation, and any measures directed to be taken by the Services.

RESPONSE: On September 4, 2020 the Department published the Department of Defense (DoD) Instruction 1350.02, “DoD Military Equal Opportunity Program.” The policy explicitly lists pregnancy discrimination as a form of prohibited sex discrimination. This policy clarification is effective immediately and allegations concerning pregnancy will be addressed in the same manner as any other form of sex discrimination.

On November 3, 2020, the Secretary of Defense issued the attached memorandum, “Career Enhancement of Pregnant U.S. Service Members,” which directs the Secretaries of the Military Departments and the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) to revise relevant directives, policies, and instructions, including DoDI 6490.07, "Deployment Limiting Medical Conditions," to clarify that there is no blanket prohibition on a Service member participating in any type of duties, training programs, exercises, or deployments, based solely on pregnancy without a valid medical need for the restriction. These policy changes will forestall unnecessary pregnancy-related limitations on assignments, duties, career development opportunities, command or leadership opportunities, and professional military education. The initial review and a plan for revising any affected directives, policies, and instructions will be completed no later than December 17, 2020.

Chandra M. Vickers

Ms. Chandra M. Vickers
Deputy Director
Office for Diversity, Equity, and Inclusion

Attachment(s):

As stated

