

DEPARTMENT OF THE NAVY
Office of the Secretary
1000 Navy Pentagon
Washington DC 20350-1000

SECNAVINST 1000.10
ASN(M&RA)
6 February 1995

SECNAV INSTRUCTION 1000.10

From: Secretary of the Navy
To: All Ships and Stations

Subj: DEPARTMENT OF THE NAVY
(DON) POLICY ON PREGNANCY

Ref: (a) DOD 4165.63-M of SEP 93
(DOD HOUSING MANAGEMENT
MANUAL) (NOTAL)
(b) U.S. Code, Title 10

1. Purpose

a. To provide a DON policy for all military personnel on pregnancy and issues related to pregnant servicewomen that will build positively on existing programs in the Navy and Marine Corps to ensure equality of opportunity while maintaining operational readiness;

b. To expand the requirements for education and training;

c. To establish a requirement for the collection of objective data, and analysis of information for use in evaluation of DON pregnancy policies;

d. To help guide the department's future efforts in this area.

2. Applicability. This instruction applies to all DON military personnel, both Regular and Reserve, except midshipmen.

3. Background

a. The mission of the DON requires the highest level of operational readiness to meet the nation's strategic goals. A full complement of highly trained personnel is essential to maintaining operational readiness in deployable units.

b. Women are full participating members of the Navy-Marine Corps Team. DON leadership recognizes that pregnancy is a natural event that can occur in the lives of Navy and Marine Corps servicewomen, and is not a presumption of medical incapability. Pregnancy could affect a command's operational readiness by temporarily limiting a servicewoman's ability and availability to perform all assigned tasks. Consideration of this reality requires establishment of policies and procedures which accord due regard to the demands of parenting in the Service and address career and health issues.

4. Policy. It is DON policy that:

a. Pregnancy and parenthood are compatible with a naval career. The DON will ensure the health care needs of pregnant servicewomen are met and will accommodate the career and welfare needs of pregnant servicewomen to the greatest extent possible, consistent with the needs of the naval service.

b. Military responsibilities, including the expeditionary nature of our Navy and Marine Corps, often add factors for serious consideration for our servicemen and servicewomen. Appropriate and thorough family planning information will be made available to our servicemen and servicewomen throughout our training establishment and at the unit level. Our goal is to ensure all personnel are aware of the broad range of medical, legal, financial, chaplain and other services available to assist and encourage our men and women in making family planning decisions that are supportive of both their naval service and their parental responsibilities.

c. Advice concerning personal decisions, including issues of faith, character, parental responsibilities, individual core values and medical concerns, will be readily available to those who seek it.

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d. Services will provide detailed guidance for the assignment and management of pregnant servicewomen.

e. A servicewoman who is transferred from her unit because of pregnancy will be returned to the same billet, or an equivalent billet in a command of the same type duty, whenever possible to the same command, following her pregnancy and any related convalescent leave and period of deferment.

f. A servicewoman who suspects she is pregnant is responsible for promptly confirming her pregnancy through testing by an appropriate medical provider and informing her commanding officer of confirmation.

g. Regarding the requirement for appropriate housing for pregnant servicewomen, a pregnant active duty servicewoman with no family members may reside in Bachelor Quarters for her full term. If the servicewoman requests, the host commander may authorize a pregnant servicewoman to occupy off-base housing and be paid a basic allowance for quarters (BAQ) up to her twentieth week of pregnancy. From the twentieth week forward, the host commander must approve such a request. Reference (a) outlines the policy for application to government family housing. Payment of BAQ will be in accordance with applicable pay and entitlement regulations.

h. Active duty servicewomen will be given priority in receiving routine obstetric/gynecologic (OB/GYN) care in all DON medical facilities. Further, it is DON policy that active duty servicewomen assigned to imminently deploying units or positions (within 3 months) will be given priority over other active duty servicewomen receiving routine OB/GYN care in all DON medical facilities. Under Chapter 55 of reference (b), active duty servicemembers have a statutory entitlement to care in medical facilities of the uniformed services. Such care is authorized for other categories of beneficiaries on a space available basis.

i. Medical limitations and/or assignment restrictions, or periods of absence because of pregnancy or associated medical care shall not be the basis for downgrading marks or adverse comments. As always, evaluations and fitness reports shall be based on demonstrated performance.

j. A pregnant servicewoman may request separation from active duty. Requests for separation will not normally be approved unless there are extenuating circumstances or the request otherwise complies with criteria for separation promulgated by the Services.

k. The chain of command shall ensure that servicemembers will be afforded the opportunity to take advantage of available legal assistance for advice regarding their options in establishing paternity.

5. Action. The Chief of Naval Operations (CNO) and Commandant of the Marine Corps (CMC) shall:

a. Implement policies of this instruction no later than 60 days from date of signature.

b. Notify the Assistant Secretary of the Navy (Manpower and Reserve Affairs) of substantive changes to Service policies not less than 30 days prior to implementation of those changes.

c. Provide appropriate training as necessary to ensure consistency with the goals of paragraph 4b.

d. Ensure command support for all servicewomen to obtain OB/GYN care while on active duty. Reinforce current policy to ensure active duty servicewomen are afforded priority for routine OB/GYN care consistent with paragraph 4h.

e. Within 1 year of the issuance of this instruction and biennially thereafter, provide a report to ASN(M&RA) on the following:

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(1) Service analyses concerning the effect of pregnancy and other medical, administrative, and disciplinary factors on deployability of servicewomen and servicemen.

(2) Assessment of health care risks associated with pregnancy and other types of medical conditions that may exist for servicewomen and servicemen assigned to operational/deployable commands and support commands with significant occupational health considerations (e.g., ship and airplane construction/repair facilities, etc).

(3) Assessment of the training provided to officers and enlisted personnel to achieve the goals of paragraph 4b.

(4) Assessment of the impact of the policy and actions ensuring priority for routine OB/GYN care for active duty servicewomen and, within that category, first priority for servicewomen assigned to imminently deploying units or positions.

(5) Assessment of the worldwide availability of and access to appropriately staffed and equipped military OB/GYN medical support. This assessment should include the possible impact of

mobilization and assignment of pregnant reserve servicemembers to stations within the continental U.S.

6. Report. The reporting requirement contained in this instruction is assigned Report Control Symbol SECNAV 1000-1 and is approved for 3 years from the date of this instruction.

JOHN H. DALTON
Secretary of the Navy

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