

MILPERSMAN 1910-112

SEPARATION BY REASON OF CONVENIENCE OF THE GOVERNMENT - PREGNANCY

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References	(a) DoD Instruction 1332.14 of 27 January 14 (b) SECNAVINST 1000.10B
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1. **Policy**. Per references (a) and (b), pregnant Service Members may request separation due to pregnancy. They must provide certification of pregnancy from a physician assigned to a military treatment facility.

a. The Navy is an inclusive organization that does not generally consider pregnancy on active duty or reserve an impediment for continued service in the Military Services. Therefore, a **request will normally be denied**, unless it is determined to be in the best interest of Navy, or if the member demonstrates compelling factors of personal need, which could not be addressed by alternate means.

b. This article must not be used for the purpose of determining a Service Member's future potential for failure to comply with a required family care plan. Cases of this nature should use [MILPERSMAN 1910-124](#) at the time of failure.

c. Per [MILPERSMAN 1910-130](#), Service Members who are pregnant at the time of entry into service will be separated by reason of defective enlistment and inductions - erroneous enlistment and without medical benefits. Medical authorities must certify (in writing) the pregnancy existed prior to entry into service.

2. **Separation Authority (SA)**. Commander, Navy Personnel Command (COMNAVPERSCOM) serves as SA for all pregnancy separation requests.

3. **Characterization of Separation.** Honorable, unless a general (under honorable conditions) or entry-level separation (ELS) is warranted per [MILPERSMAN 1910-300](#). Selected Reserve personnel are not eligible for ELS.

4. **Who is not Eligible.** Service Members who:

a. Serve in ratings, specialty fields, occupational fields, or military occupational specialties which COMNAVPERSCOM determines to be critically undermanned,

b. Have obligated service (OBLISERV) required for schooling or training purposes,

c. Have executed permanent change of station orders while pregnant.

d. Have an **outstanding** OBLISERV date, due to transferability of Post 9/11 GI Bill benefits, or

(1) Service Members whose dependents have not already used Post 9/11 GI Bill benefits may revoke transferability of benefits and resubmit their requests for separation with proof of revocation.

(2) Service Members whose dependents have already used Post 9/11 GI Bill benefits, transferred from the member, are not eligible for voluntary separation.

Note 1: Service Members who have transferred Post 9/11 GI Bill benefits and satisfied OBLISERV requirements are exempt from this restriction and may submit requests for voluntary separation under this article.

5. **Selected Reserve Personnel.** Selected Reserve personnel may transfer to the Individual Ready Reserve or be separated (as appropriate) with the following exception: Non-prior Service Members who have not satisfied their initial requirements must be separated.

6. **Counseling.** Prior to any separation action, counsel the Service Member concerning maternity care benefits after separation, per [MILPERSMAN 1740-030](#) and reference (b).

7. Requesting Separation Date

a. A Service Member should submit a request, via the chain of command, no later than 5 months prior to the requested separation date (if possible). A separation date of 1 month prior to delivery due date is encouraged, although separation may be requested up to the due date for delivery. Separation date determination should take into consideration:

- (1) Welfare of member, and
- (2) Time required to provide a relief.

b. If the Service Member is assigned to a ship or deployable operational command, refer to reference (a) for additional requirements. Separation will not be approved prior to 5 months gestation, unless extenuating circumstances apply.

c. If a Service Member's request is approved, the command must notify Navy Personnel Command Enlisted Distribution Division (PERS-40).

d. This request is considered a voluntary separation; therefore, there are no separation entitlements and any selective reenlistment bonus or enlistment bonus will be recouped.