



Command Advisor on Parenthood and Pregnancy (CAPP) Program

August 2026

Overview

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Non-Covered Assisted Reproductive Technology

ALNAV 019/25 - Administrative Absence or Funded travel for Non-Covered Assisted Reproductive Technology (ART)

NAVADMIN 046/25 - Navy Supplemental Guidance for Administrative Absence and Non-Covered ART

Administrative Absence

- Up to 21 days may be granted to receive, or to accompany a dual-military spouse or a dependent. The period of absence will be limited to the minimum number of days essential to receive the required care and travel

Travel Allowances

- Eligibility, reimbursement amounts, and procedures for travel allowances will be in line with the Joint Travel Regulations (JTR).
- Does not apply to covered procedures

Non-covered reproductive health care consists of lawfully available Assisted Reproductive Technology (ART)

ART consists of only the following:

- Ovarian stimulation and egg retrieval, including needed medications and procedures required for retrieval, processing, and utilization for ART or cryopreservation.
- Sperm collection and processing for ART or cryopreservation.
- Intrauterine insemination (IUI).
- In vitro fertilization (IVF)



Pregnancy Notification Policy

A Service Member who intends to carry a pregnancy to term must make every effort to meet with a DoD health care provider (HCP) NLT 12 weeks gestation to confirm pregnancy.

Notification to CO Upon Confirmation

A member who intends to carry the pregnancy to term and immediately notify their command should include the HCP's assessment of any impacts to the member's ability to safely accomplish their mission, the potential impact of their duties on their pregnancy, and recommended limitations.

Delayed Notification to CO

A member who chooses to delay notification will notify the appropriate command authorities NLT 20 weeks gestation.

The HCP will place the pregnant member in a medical temporary non-deployable status and light duty status without making any reference pregnancy status for up to 20 weeks gestation.

Pregnancy Termination

If a member is considering pregnancy termination, they will be placed in a medical temporary non-deployable status without reference to pregnancy status, until appropriate medical care and the recovery period are complete.



Navy Assignments During Pregnancy

- Upon official command notification of pregnancy, sea duty activities are required to submit a reassignment due to pregnancy and post-partum (DP) availability report that includes the following:
 - 20th week of pregnancy date
 - Estimated date of delivery
 - Any factor(s) or limitation(s) that should be considered in the assignment process.
- Pregnant Sailors already assigned to shore duty that are within 13-months of their Projected Rotation Date (PRD) may extend onboard their current command or move to another command within the geographic location to fill a valid manpower requirement.
- Pregnant Sailors may request a waiver to remain onboard operational commands for the duration of the pregnancy and post- partum period to include any convalescent and parental leave.



Operational Deferment

- A Sailor who gives birth will be deferred from all transfers (e.g., PCS, TAD, and temporary duty) to operational assignments for 12 months following delivery.
- Sailors who experience a stillborn birth or an infant death (0 to 28 days following birth) are entitled to 6 months operational deferment.
- Sailors scheduled to PCS prior to the expiration of their operational deferment should contact PERS-454 for a PRD extension.
- Sailors under operational deferment are exempt from participating in short underway and TAD periods if it inhibits the ability to breastfeed their child(ren) or prevents them from caring for their child(ren) for more than a normal workday or shift.

Adoption

- Sailors who adopt a child are authorized 4 months operational deferment.
- In the event a dual military couple adopts a child in a qualifying adoption, only one of the Service members shall be granted adoption operational deferment.

Operational Deferment Waiver

- Once cleared by their OB Healthcare Provider (HCP), Sailors on postpartum 12-month operational deferment may request to terminate deferment at any point after convalescent leave, with HCP and CO endorsement.



Maternity Uniform Allowance

Pregnant Sailors are expected to wear regular uniforms upon returning from convalescent leave.

- COs may approve the wear of maternity uniforms up to 6 months from the date of delivery based on HCP diagnosis and/or recommendations.

Maternity Uniform Allowance

- Maternity uniforms are mandatory for pregnant Sailors when regular uniforms no longer fit properly.
- Enlisted Sailors can receive a maternity uniform clothing allowance upon presenting a Special Request Chit and pregnancy notification to their PSD through their command pay and personnel administrative support system coordinator.
- An extra clothing allowance for maternity uniforms can only be received once every 3 years.



Parental Leave

DoWi 1327.06 - Military Leave, Liberty, And Administrative Absence

Active-Duty Parental Leave (ADPL)

12 weeks of parental leave for birth parent and non-birth parent for AD and RC performing duty on orders for more than 12 consecutive months.

Inactive Duty Parental Leave (IDPL)

Available to RC Service members of the Selected Reserve in good standing who are entitled to receive inactive duty pay when attending or participating in periods of inactive duty training.

- Birth Parent - 12 IDPL periods will be authorized during the 1-year period beginning after the date of the child's birth. IDPL will be taken following RC maternity leave.
- Non-Birth Parent - 12 IDPL periods will be authorized during the 1-year period beginning after the date of the child's birth.

Adoption Placement or Adoption, and long-term foster care

RC Service members, including dual military couples, are each authorized 12 IDPL periods to care for a minor child during the 1-year period beginning after the date of their placement/adoption.



Convalescent Leave

Authorized for a birth parent's recovery from childbirth, including events such as a live birth, perinatal loss, or neonatal death.

GESTATION (WEEKS + DAYS)	CONVALESCENT LEAVE RECOMMENDATION	COMMENTS
First Trimester ≤ 12+0	7 days	With or without surgical intervention
Early Second Trimester 12+1 – 16+0	14 days	With or without surgical intervention
Mid Second Trimester 16+1 – 19+6	21 days	If neonate has a fetal weight of 350 grams or more, patients should receive 42 days of convalescent leave. (In cases of multiples pregnancies (i.e., twins, triplets, etc.), if one fetus meets the fetal weight of 350 grams or more, patient should receive 42 days of convalescent leave).
Late Second Trimester 20+0 – 27+6	42 days	None
Third Trimester 28+0 – term	42 days	None
Baby born alive at any gestation	42 days	None



Physical Readiness

- Pregnant/postpartum Sailors are exempt from participating in the PFA from the time a pregnancy is confirmed by an HCP and for 12 months after giving birth, loss of pregnancy, or stillbirth.
- Sailor shall be entered into PRIMS as “pregnant” during this period. Medical clearance (PHA, PARFQ and PPAQ) is not required until the 12-month deferment ends.
- Sailors should work with their HCP for exercise guidance until 12-month deferment ends.
- A Sailor can opt into taking the PFA before the full 12-month deferment ends.
- “Not medically cleared” status is applicable when a Sailor has completed their 12-month postpartum period but is unable to obtain medical clearance for PFA participation prior to the end of the official Navy PFA cycle. The Sailor must show a reasonable, good faith effort to obtain clearance before the cycle ends and provide documentation confirming a future medical appointment has been scheduled.



Family Care Plan (FCP)

- All single Sailors with joint or full custody and dual military couples with eligible family members are responsible for initiating a formalized FCP.
- Sailors who have dependent(s) listed in their Electronic Service Record (ESR) but do not have physical custody of their dependents(s) should fill out the 1740/6 (blocks 1 through 14) and use block 20 to explain that they are the non-custodial parent. They also must provide legal documentation proving their non-custodial status.
- FCPs are required if the children are listed on the Sailors' Page 2 or are in DEERS.
- A completed FCP certifies that family members will be cared for during the Sailor's absence (e.g. deployment, underway periods).
- A FCP must identify the designated legal guardian of the eligible family member(s), logistical, relocation, and financial arrangements.
- Other kinds of absences (e.g., normal or extended working hours, watches, weekend duty) are at the discretion of the CO. The CO's decision should take into account the individual member's level of responsibility.



Breastfeeding in the Workplace

BUMEDINST 6000.14C Support of Service Members in Lactation and Breastfeeding

- Requests to breastfeed child(ren) during duty hours are handled on a case-by-case basis and accommodations of these requests remain at the discretion of each Sailor's CO.
- Sailors who continue to provide breast milk upon return to duty will be, at a minimum, afforded the availability of a clean, secluded space with ready access to a water source and other amenities for the purpose of pumping breast milk.

Note: *A toilet space is not an acceptable lactation space, due to sanitation concerns.*

- Commands must ensure lactating Sailors are afforded access to cool storage for expressed breast milk.
- A Sailor may voluntarily choose to remain at her desk or workstation to pump, provided lactation does not interfere with duties and the Sailor maintains good order and discipline.



Lactation in the Workplace

Facilities & Safety Standards

- Provide a dedicated, private, and secure space (not a restroom) for pumping and breast milk storage, ensuring all new and expecting mothers are formally oriented to its location.
- Enforce strict compliance with NAVOSH (Navy Occupational Safety and Health) standards to identify and mitigate potential workplace hazards to lactating personnel.

Operational Accommodations

- Facilitate structured pump breaks of 20 to 30 minutes every few hours
- Strictly enforce Navy policies prohibiting the harassment or discrimination of breastfeeding Service members; administrative "hassling" or degradation of personnel utilizing authorized breaks is strictly prohibited.

Education & Community Resources

- Educate returning mothers on available support pipelines, including Military Treatment Facilities (MTFs), Fleet and Family Support Centers (FFSC), and the Women, Infants, and Children (WIC) program.
- Authorize necessary time off for personnel to attend lactation education seminars and utilize local community health resources.



Questions?

To learn more, visit:

[MyNavyHR Parenthood & Pregnancy](#)

**Navy's Parenthood & Pregnancy Mobile App
available on Android and Apple iOS**



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