



Command Advisor on Pregnancy and Parenthood (CAPP) Program

January 2026

Overview

- Non-Covered Assisted Reproductive Technology (ART) Policies
- Pregnancy Notification Policy
- Assignments, Operational Deferments, & Separation
- Maternity Uniform Allowance & Maternity Pilot Program (MPP)
- Convalescent Leave & Military Parental Leave Program (MPLP)
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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 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 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.
- Sailors are expected to balance the demands of a naval career with their family plans and responsibilities.



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 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.
- Sailors who experience a stillborn birth or an infant death (0 to 28 days following birth) are entitled to 6 months operational deferment.



Operational Deferment and Separation

Adoption Operational Deferment

- 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.

Waiving Postpartum Operational Deferment

- 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.

Sailors may request separation due to pregnancy after obtaining confirmation from a HCP. Separation due to pregnancy requests 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.



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.

Maternity Pilot Program (MPP)

- Launched in January 2022 with the Navy Exchange to issue maternity uniforms to eligible Sailors on a temporary basis and at no cost to the Sailor.
- MPP is available to officers and enlisted, Active and Reserve Sailors assigned to CONUS and OCONUS commands **until September 30, 2026**
- Selection for participation will be on a first-come, first-serve basis provided all eligibility requirements are met.
- Sailors receive one set of Maternity Working, Service and Dress Uniforms, and the Maternity Cardigan Sweater.
- Uniforms will come complete with sewn-on embroidered name tape, service tape and qualification insignia.
- Hemming and shipment of uniforms will be performed free of charge.



Military Parental Leave

DoDi 1327.06 “Military Leave, Liberty, and Administrative Absence” was updated and released in August 2025. The DoDi update incorporates the below policy changes:

- DTM 22-04 “Reserve Component Maternity Leave”
- DTM 23-001 “Expansion of the Military Parental Leave Program”
- DTM 23-003 “Bereavement Leave for Service Members”
- USD P&R Memo “Non-Covered Assisted Reproductive Technology”

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.



Physical Readiness

- Pregnant/postpartum Sailors are exempt from participating in the PFA, to include BCA and PRT, from the time a pregnancy is confirmed by an HCP and for 12 months after giving birth, loss of pregnancy, or stillbirth.
- Sailor is to 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” is used when a Sailor has completed their 12-month postpartum period and is therefore no longer in a non-participation status, or when a Sailor is unable to obtain medical clearance for PFA participation prior to the end of the official Navy PFA cycle. To utilize this non-participation status, 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).
- 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

- 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 space, due to sanitation concerns.*

- Commands must ensure breastfeeding Sailors are afforded access to cool storage for expressed breast milk.

Lactation Education

Health Experts agree that Breastfeeding is one of the Best Ways to give Babies a Healthy Start!

These health benefits lead to Sailors missing fewer workdays due to sick children during the first five years of life, overall increased morale in the workplace, and retention of women in the Navy:

- Recent studies also show that there may be a link between breastfeeding and lower incidences of SIDS, diabetes, and allergies.
- Breastfed babies have improved mental development and fewer respiratory, urinary tract, and ear infections. It also lowers the chance of developing gastrointestinal complications or eczema.

Breastfeeding is also healthier for mothers:

- Moms who nurse their babies reduce their risk of ovarian and breast cancer, have quicker weight loss after giving birth, and have less bone loss and fewer hip fractures in old age. Sailors also recover faster from labor when breastfeeding.

Despite the benefits of breastfeeding, many mothers find it difficult to continue after they've returned to work:

- *"Returning to work is often the number one reason women cite for discontinuing breastfeeding,"* said LT Christa Kuehler, NC, a lactation consultant at U.S. Naval Hospital Sigonella. *"Ninety percent of the moms discharged from the hospital are nursing their babies, but this drops to 30 to 40 percent by the time the baby is six months old."*



Lactation in the Workplace

- Understand that moms need a break every few hours to pump breast milk. This can take 20-30 minutes.
- Do not embarrass them >> providing food for their child is no different than you eating lunch.
- Uphold a professional attitude. Enforce command policies that prohibit harassment and discrimination of breastfeeding mothers. Do not hassle them for taking breaks!
- Support time off needed to attend lactation education classes and to utilize local resources.
- Educate new moms on the resources available to them through medical, FFSC, WIC, etc.
- Ensure your command is complying with NAVOSH standards to minimize lactation hazards.
- Provide a safe place for pumping and storage. Show new moms where the lactation room is located.
- Educate yourself. Read the OPNAVINST 6000.1 Series.



Questions?

To learn more, visit:

[MyNavyHR Pregnancy & Parenthood](#)

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



Contact us: Navy_PregnancyandParenthood@us.navy.mil

