

Command Advisor on Pregnancy and Parenthood (CAPP) Program



Navy Guidelines Concerning Pregnancy & Parenthood



- Non-Covered Reproductive Healthcare Policies
- Pregnancy Notification Policy
- Assignments, Operational Deferments, & Separation
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Non-Covered Reproductive Healthcare Policies



- ALNAV 018/23 and NAVADMIN 058/23 established policies to grant a Service member either an administrative absence or travel and transportation allowances to facilitate official travel to access non-covered reproductive health care.
- **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 for covered procedures
- **Non-covered reproductive health care consists of lawfully available Assisted Reproductive Technology (ART) and non-covered abortion.**
 - A non-covered abortion is an abortion, either medical or surgical, that is not a covered abortion.
 - 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) inclusive of the following procedures:
 - IVF with fresh embryo transfer.
 - Gamete intrafallopian transfer (GIFT).
 - Zygote intrafallopian transfer (ZIFT).
 - Pronuclear stage tubal transfer (PROST).
 - Tubal embryo transfer (TET).
 - Frozen embryo transfer.



Pregnancy Notification Policy



- **Pregnancy Confirmation**
 - A Service Member who intends to carry a pregnancy to term must make every effort to meet with a DoD health care provider (HCP) at a MTF, reserve medical unit, or with a TRICARE provider, NLT 12 weeks gestation to confirm pregnancy and assess member's duties impacts on their health, their pregnancy, or whether the pregnancy impacts ability to safely accomplish their mission.
- ALNAV 017/23 and NAVADMIN 058/23 supersedes guidance in SECNAVINST 1000.10B and OPNAVINST 6000.1D.
 - The new policy extends the time Service Members have to fulfill their obligation of official pregnancy notification to **no later than 20 weeks** unless specific requirements to report sooner are outlined in policy.
- **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.



Assignments, Operational Deferrals, & Separation



- Pregnancy Availability Messages:
 - Availability messages are required for all Sailors assigned to a deployable command, who have orders to a deployable command, or who are within 12-months of their PRD window returning them to sea duty.
 - Pregnancy availability messages must be submitted to PERS-454 upon official command notification.
- Sailors are expected to balance the demands of a naval career with their family plans and responsibilities.
- Sailors are encouraged to plan pregnancies to coincide with assignments to non-operational/non-deployable or shore duties to prevent disruption to one's career and gapped billets in deployable units.
- Pregnant Sailors who have an expiring EAOS will not be approved for PRD adjustment if Career Waypoint - Reenlistment (CWAY-REEN) is not approved.
- No Sailor may be assigned overseas or travel overseas after the completion of the 28th week of pregnancy.
- Assignment of a pregnant Sailor to a school will be handled on a case-by-case basis by the school house CO/OIC.



Assignments, Operational Deferments, & Separation Cont.



- Operational Deferments:
 - 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 work day 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.



Assignments, Operational Deferments, & Separation Cont.



- Adoption Operational Deferment
 - Sailors who adopt a child(ren), are authorized 4 months operational deferment.
 - In the event a dual military couple adopts a child(ren) 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 & Maternity Pilot Program (MPP)



- 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 Uniform Allowance & Maternity Pilot Program (MPP) Cont.

■ Maternity Pilot Program

- The MPP was 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 open to officers and enlisted, Active and Reserve Sailors assigned to CONUS and OCONUS commands.
- 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 Program (MPLP)



- Effective December 27, 2022, most Sailors who experience qualifying events (birth and adoption) will be authorized 12 weeks of parental leave to care for their newborn, adopted or placed child(ren).
- Following a live birth, 12 weeks is authorized for the birth parent and non-birth parent.
 - For the birth parent, the 12 weeks of parental leave is separate from convalescent leave authorized by a HCP and approved by the CO.
 - Proof of parentage is required for non-birth parents to qualify.
- A qualifying adoption is one that qualifies for reimbursement of adoption expenses under OPNAVINST 1754.4A & DoD FMR, Vol. 7A, Appendix A.
- Parental leave may be taken in one or multiple increments. If taken in multiple increments, each increment must be for at least 7 days.
- Parental leave expires 1 year after the qualifying event unless extended under conditions outline in DTM 23-001.



Physical Readiness



- Pregnancy or postpartum Sailors are exempt from participating in the PFA, to include BCA and PRT, from the time a pregnancy is confirmed by a HCP and for 12 months following the qualified birth event.
- At 6 to 9 months postpartum, and with medical approval by HCP, an unofficial wellness PFA will be completed to assess postpartum Sailor's health and fitness level and to provide assistance to Servicewomen during their postpartum recovery.
- If the Service member's 12-month waiver expires during one PFA cycle (Jan-June or July-Dec) the member is then rolled to participate in the next PFA cycle.
- A pregnancy is not considered a medical waiver. At no time, will a pregnancy status be considered terms for a medical evaluation board.



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 unacceptable space, due to sanitation concerns.*
- Commands must ensure breastfeeding Sailors are afforded access to cool storage for expressed breast milk.



Lactation Education & Resources



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 work days 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."*

- **What You can do to Support your Shipmates who are New Moms?**
 - 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. [Note: Advancement exams may use questions from this publication.]



Questions?



To learn more, visit:

[MyNavyHR Pregnancy & Parenthood](#)

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



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