

WEIGHT STANDARDS

Servicewomen are exempt from the weight & body fat standards:

-during pregnancy

-for a period of 6 months following the delivery date

-if nursing, an additional period of 6 months

Total exemption period may not exceed 12 months from date of delivery.

FAMILY CARE

Expecting service members should receive counseling on the responsibilities of balancing family care and obligations to the Coast Guard.

Temporary Separation is available for members who desire to remain at home for a period of up to 2 years.

BREASTFEEDING

When possible, Commanding Officers/Officers in Charge will ensure use of a private, clean room for expressing breast milk during the workday.

Requests to breastfeed an infant should be handled case-by-case, but are not reasons for excessive time away from work.

REFERENCES

General: Personnel Manual,
COMDTINST M1000.6A, Ch. 9

Aviation Duty: The Coast Guard
Aviation Medicine Manual,
COMDTINST M6410.3, Ch. 11

Uniforms: Uniform Regulations,
COMDTINST M1020.6E, Ch. 3, Par.
C.11

Weight: Coast Guard Weight and Body
Fat Standards Program Manual,
COMDTINST M1020.8G, Ch. 4, Par.
3.1

Family Child Care Program: Child
Development Services Manual,
COMDTINST M1754.15, Ch. 5

FURTHER QUESTIONS?

See your healthcare provider, Work Life staff, or Work Life counselor for pregnancy and family care questions. Contact the Gender Policy Advisor for guidance on workplace concerns.

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COMMAND GUIDE TO PREGNANCY POLICIES



Policies and References for
Commands regarding
pregnant members.

PREGNANCY POLICIES

Pregnancy is an exciting time in a woman's life. This guide provides a quick reference for commands on the policies affecting the unit and the pregnant servicewoman. Commanding Officers/Officers in Charge are responsible for ensuring that the pregnant servicewoman is aware of these policies and has access to the references and resources. For further clarification, see reference section.

DUTY RESTRICTIONS

Upon confirmation of pregnancy, servicewomen are exempt from:

- standing at parade rest for >5 min
- all immunizations except tetanus-diphtheria, unless clinically indicated
- physical training requirements that may affect the health of the fetus or mother (including weapons & boat crew training, swimming qualifications, etc.)
- diving or rescue swimming duty
- exposure to chemical, toxic, or environmental hazards

No pregnant servicemember shall deploy or remain aboard a ship, including small boat duty, beyond her 20th week of pregnancy.

Pregnant aviation personnel may be deployed INCONUS after the 20th week

only if medical facilities are available at the deployment site.

Resumption of deployments or assignments to cutters or OCONUS duties, including INCONUS aviation duties, will normally be deferred for 6 months following delivery.

Unless prescribed by a healthcare provider earlier in the pregnancy, servicewomen are usually placed in light duty status between the 36th and 38th week of pregnancy.

Watchstanders should be limited to a 40-hour workweek during the last 3 months of pregnancy.

MATERNITY UNIFORMS

Maternity uniforms may be worn during pregnancy and up to 60 days after return from maternity leave.

Uniforms are available at the Uniform Distribution Center or at an Air Force exchange (except the maternity ODU). Enlisted women receive a supplemental clothing allowance after turning in a CG-5155A form to the Servicing Personnel Office (SPO).

Commanding Officers/Officers in Charge may authorize appropriate civilian attire when there is no uniform equivalent or maternity uniforms no longer fit comfortably.

MATERNITY LEAVE

Commands may authorize:

- up to 30 days of prenatal leave if the healthcare provider deems it necessary
- for a married father, up to 10 days paternity leave following the birth of a child

Commands shall authorize 42 days of postpartum convalescent leave.

PERFORMANCE EVALS

Commands shall ensure that pregnant servicewomen do not receive adverse evaluations strictly as a result of pregnancy.

