



DEPARTMENT OF THE NAVY
UNITED STATES NAVAL ACADEMY
121 BLAKE ROAD
ANNAPOLIS MARYLAND 21402-1300

USNAINST 6000.1
28/CMC
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USNA INSTRUCTION 6000.1

From: Superintendent, U. S. Naval Academy

Subj: COMMAND GUIDELINES CONCERNING PREGNANCY AND PARENTHOOD

Ref: (a) OPNAVINST 6000.1D
(b) DTM 23-001
(c) MCO 5000.12F CH-1
(d) BUMEDINST 6000.14B
(e) The Joint Travel Regulations
(f) Federal Travel Bulletin 008/23

1. Purpose. To establish the Command Advisor on Parenthood and Pregnancy (CAPP) role within the U.S. Naval Academy (USNA) and provide general guidance for departments with expecting parents.
2. Background. Pregnancy and parenthood are natural events in the lives of Service members, but they can also be very stressful events. There are added challenges to being a parent in uniform, therefore a quality CAPP program that focuses on balancing a career in the Naval Service and family is vital to the morale and welfare of prospective, new, and current parents.
3. Command Advisor on Parenthood and Pregnancy. The primary responsibility of the CAPP is to serve as an advocate and advisor to the command on all matters related to pregnancy and parenthood. CAPPs also ensure Sailors and Marines receive proper counseling and guidance in order for them to understand their rights, responsibilities, and the resources afforded to them as parents in the Navy and Marine Corps, enabling them to better balance the demands of a career in the Naval Service with their family plans and obligations.
 - a. CAPP expectations include, but are not limited to:
 - (1) Ensure all Sailors and Marines are aware of the resources and services available to them as they prepare for their transition into parenthood.
 - (2) Serve as a point of contact for any Sailor and Marine, regardless of pregnancy status and parenthood, for questions or concerns regarding pregnancy rights and services, and parenthood.

(3) Keeping command leaders informed of any changes to the Navy's and Marine Corps' pregnancy and parenthood related policies and programs, specifically references (a) through (f).

b. Lactation Program

(1) Supervisors will provide workplace support to women in their decision to breastfeed, as noted in reference (d). Supervisors may choose to accommodate requests for Sailors and Marines to breastfeed their children at a nearby off-base location, such as a child development center, if medically necessary.

(2) The CAPP will oversee USNA's Nursing Mothers Program (NMP). Nursing mothers serving on active duty, temporary duty, civil service, or as a contractor should contact the CAPP to be registered as an authorized user of a designated lactation or nursing space. Lactation rooms will be operated and maintained in accordance with reference (d). Any discrepancies will be immediately reported to the CAPP. The CAPP maintains overall responsibility for all lactation rooms.

4. Command Guidance. Supervisors will become well versed in the contents of this instruction and maintain a command environment that promotes the education of all Sailors and Marines concerning the enduring individual responsibilities of family care planning and parenthood.

a. Expectant Mother Parking Accommodations. Each USNA Department is encouraged to provide expectant mother parking accommodations while an expectant mother is assigned to the command. A designated parking space should be established within the closest proximity possible to the expectant mother's workplace without interfering with any established handicap spaces. The expectant mother's supervisor will obtain authorization from the Chief of Staff to convert any parking space to an expectant mother parking space.

b. Maternity Uniforms. Proper wear of maternity uniforms during pregnancy is the responsibility of the pregnant Service member. If the Service member chooses to receive the maternity uniform allowance for enlisted Sailors and Marines, the allotment must be spent to cover the appropriate uniforms designated by the command supervisor. Marine officers may work with the CAPP to receive the maternity uniform issuance by the Marine Corps Base Quantico Individual Issue Facility.

c. Travel. If a nursing mother is required to travel on Temporary Duty, expenses associated with the transport of breast milk expressed by a service member will be paid in accordance with references (d) and (e), taking into consideration all applicable special needs.

d. Telework. Pregnant faculty and staff will be extended telework privileges during the third trimester, or earlier, if medically indicated by a competent medical authority. Supervisors will consider extending reasonable telework and/or working hours flexibility to Caregivers for the first four weeks upon their return to work following Caregiver Leave to aid in this transition period with new childcare accommodations.

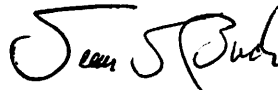
e. Watch Standing. To ensure Sailors and Marines have adequate time to arrange childcare, three-weeks' notice for duty requirements outside of normal duty hours or for significant changes to a Sailor's normal duty hours will be provided. Until 12 months following delivery, postpartum Service members will not be assigned to any weekend or overnight watch standing responsibilities if it inhibits the Service member's ability to breastfeed their child(ren) or prevents them from caring for their child(ren) outside of a normal work day or shift.

5. Records Management

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the DON Assistant for Administration, Directives and Records Management Division portal page at <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-InformationManagement/Approved%20Record%20Schedules/Forms/AllItems.aspx>.

b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact your local record custodian or the USNA Records Manager.

6. Review and Effective Date. Per OPNAVINST 5215.17A, the CAPP will review this instruction annually on the anniversary of its issuance date to ensure applicability, currency, and consistency with Federal, Department of Defense, Secretary of the Navy, and Navy policy and statutory authority using OPNAV 5215/40 Review of Instruction.



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Releasability and distribution:

This instruction is cleared for public release and is available electronically only via the USNA Issuance Website, <https://www.usna.edu/AdminSupport/Inst/>.