



DEPARTMENT OF THE NAVY
BUREAU OF MEDICINE AND SURGERY
7700 ARLINGTON BOULEVARD
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BUMEDNOTE 6000
BUMED-N10
3 Jan 2024

BUMED NOTICE 6000

From: Chief, Bureau of Medicine and Surgery

Subj: COMMAND NOTIFICATION OF PREGNANCY

Ref: (a) SECDEF memo 20 Oct 22
(b) USD-PR memo 16 Feb 23
(c) SECNAV WASHINGTON DC 271542Z Feb 23 (ALNAV 017/23)
(d) DoD Instruction 6025.19 of 13 July 2022
(e) NMCPHC-TM-OEM 6260.01D
(f) OPNAVINST 6000.1D
(g) MCO 5000.12F
(h) CNO WASHINGTON DC 282114Z Feb 23 (NAVADMIN 058/23)
(i) CMC WASHINGTON DC 272350Z Feb 23 (MARADMIN 111/23)

1. Purpose. To provide guidance and procedures for health care providers to implement references (a) through (c).
2. Scope and Applicability. This instruction applies to all Budget Submitting Office 18 commands and operational activities with medical personnel under the authority, direction, and control of Chief, Bureau of Medicine and Surgery.
3. Background. References (d) through (g) provide guidelines for providers and Service members regarding operational considerations for pregnant Service members. References (c), (h), and (i) implement the Command Notification of Pregnancy Policy and provide Service-specific implementation guidance for the Department of Defense (DoD) policy mandating the protection and privacy of Service member's reproductive health information, per reference (b). Per references (c), (h), and (i), Service members are provided the time and flexibility to determine health care decisions by allowing the delayed notification of pregnancy until 20 weeks gestation unless special duty assignments necessitate earlier command notification. References (b) through (i) identify responsibilities of the medical provider in recommending duty status and limitations for pregnant Service members.

4. Policy

a. After pregnancy is confirmed, the health care provider will assess whether the Service member's duties could adversely impact their health or pregnancy, or whether the pregnancy impacts the Service member's ability to safely accomplish their mission, per reference (e). Consultation with Occupational/Environmental Medicine may be useful in assessing risk. Certain military duties, occupational health hazards, and medical conditions necessitate that the Service member must notify the command of pregnancy earlier than 20 weeks gestation, per references (c), (h), and (i).

b. If the Service member intends to carry the pregnancy to term, then the member is encouraged to notify appropriate command authorities upon confirmation of pregnancy. The Service member's health care provider should use the standardized Navy and Marine Corps Pregnancy Memorandum template available in subparagraph 5c for the command notification of pregnancy. Upon completion by the health care provider, this pregnancy notification memorandum will be given to the member, and the member will submit the memorandum to their appropriate command authority to formally notify command of their pregnancy. At the time of notification, the Service member will be placed in a duty status with limitations specific to pregnancy.

c. If the Service member intends to delay notification to command, the health care provider will place the pregnant Service member in a non-deployable, light duty status without referring to the Service member's pregnancy. Duty limitations should be individualized for each Service member. Health care providers should use the NAVMED 6310/1 Individual Sick Slip.

- (1) No standing at attention or parade rest for longer than 15 minutes.
- (2) No working in one position or lying in the prone position for a prolonged period.
- (3) No exposure to excessive heat or vibration.
- (4) No prolonged work at heights (i.e., ladders and step stools).
- (5) No participating in weapons training, swimming qualifications, drown-proofing, diving, gas mask confidence or in-chamber training, or physiologic and hyperbaric/hypobaric training.
- (6) No activities at high altitude of greater than 10,000 feet.
- (7) No carrying, lifting, or pushing or pulling heavier than 25 pounds.
- (8) No command physical training but may physical train at own pace, as able.

(9) No wearing of load bearing equipment, plate carrier, or body armor except for authorized second chance vests and law enforcement duty belts.

(10) No wearing of individual protective equipment, including firefighting ensembles, gas masks, or respirators including self-contained breathing apparatus' except for respirators associated with day-to-day occupational requirements.

(11) No carrying or use of chemical protective suit.

(12) Special duty restrictions:

(a) No underway or temporary additional duty (TAD) periods where medical evacuation capabilities from the platform to definitive care is greater than 6 hours and no deployments unless cleared by medical provider.

(b) No hyperbaric or hypobaric duty.

(c) No firing range duty.

(d) No duty in environments with any potential or actual exposure to radio frequency, ionizing radiation, chemical or toxic agents, or environmental hazards.

5. Additional Resources. To access references (a) through (i) and additional resources listed in subparagraphs 5a through 5c:

a. <https://health.mil/Military-Health-Topics/Womens-Health>

b. <https://www.med.navy.mil/Navy-and-Marine-Corps-Force-Health-Protection-Command/Womens-Health/default/>

c. <https://www.milsuite.mil/book/groups/navy-medicine-womens-health-community>

6. Privacy Requirements

a. Workforce members and providers will adhere to the privacy and security requirements of protected health information and personally identifiable information (PII) under the Health Insurance Portability and Accountability Act Privacy, Security, and Breach Notification Rules and the Privacy Act of 1974 as amended per the following higher authority guidance as applicable: DoD Manual 6025.18 Implementation of Health Insurance Portability and Accountability Act Privacy Rule in DoD Health Care Programs, 13 March 2019, section 3.1; DoD Instruction 8580.02 of 12 August 2015; SECNAVINST 5211.5F; and references (c), (h), and (i).

b. Any misuse or unauthorized disclosure of PII may result in sanctions, criminal and civil penalties. The Department of the Navy (DON) recognizes that the privacy of an individual is a personal and fundamental right that must be respected and protected. The DON's need to collect, use, maintain, or disseminate PII about individuals for purposes of discharging its statutory responsibilities must be balanced against the individuals' right to be protected against unwarranted invasion of privacy. Consult with your local privacy office or staff judge advocate for any privacy related guidance.

7. Records Management

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

b. For questions concerning the management of records related to this notice or the records disposition schedules, please contact the local records manager or the Department of the Navy Directorate for Administration, Logistics, and Operations, Directives and Records Management Division program office.

8. Forms. NAVMED 6310/1 Individual Sick Slip is available at: <https://www.med.navy.mil/Directives/NAVMED-Forms/>.



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This notice is cleared for public release and is available electronically only via the Navy Medicine Web site at, <https://www.med.navy.mil/Directives/>.