

AMENDMENT TO
RULES COMMITTEE PRINT 116-57
OFFERED BY MS. HAALAND OF NEW MEXICO

At the end of subtitle H of title V, insert the following:

1 **SEC. 5___ . PLAN TO IMPROVE RESPONSES TO PREGNANCY**
2 **AND CHILDBIRTH BY MEMBERS OF THE**
3 **ARMED FORCES AND EMPLOYEES OF THE DE-**
4 **PARTMENT OF DEFENSE.**

5 (a) **PLAN REQUIRED.**—The Secretary of Defense, in
6 coordination with the Secretaries of the military depart-
7 ments, shall develop a plan to ensure that the career of
8 a covered individual is not unduly affected because of
9 being a covered individual. The plan shall address the fol-
10 lowing policy considerations:

11 (1) Enforcement and implementation of the
12 Pregnancy Discrimination Act (Public Law 95-555;
13 42 U.S.C. 2000e(k)) by the Department of Defense
14 and the Equal Employment Opportunity Commis-
15 sion with regards to civilian employees of the De-
16 partment of Defense.

1 (2) The need for individual determinations re-
2 garding the ability of members of the Armed Forces
3 to serve during and after pregnancy.

4 (3) Responses to the effects specific to covered
5 individuals who reintegrate into home life after de-
6 ployment.

7 (4) Pregnancy discrimination training, includ-
8 ing comprehensive education of new policies to di-
9 minish stigma, stereotypes, and negative perceptions
10 regarding covered individuals, including with regards
11 to commitment to the Armed Forces and abilities.

12 (5) Opportunities to maintain readiness when
13 positions are unfilled due to pregnancy, medical con-
14 ditions arising from pregnancy or childbirth, preg-
15 nancy convalescence, or parental leave.

16 (6) Reasonable accommodations for covered in-
17 dividuals in general and specific accommodations
18 based on career field or military occupational spe-
19 cialty.

20 (7) Reissuing school enrollments or special as-
21 signments to covered individuals.

22 (8) Extended assignments and performance re-
23 porting periods for covered individuals.

1 (9) A mechanism by which covered individuals
2 may report harassment or discrimination, including
3 retaliation, relating to being a covered individual.

4 (b) REPORT ON PLAN.—Not later than 90 days after
5 the date of the enactment of this Act, the Secretary shall
6 submit to the congressional defense committees a report
7 detailing the plan required under this section and a strat-
8 egy to implement the plan.

9 (c) IMPLEMENTATION.—Not later than two years
10 after the date of the enactment of this Act, the Secretary
11 of Defense shall—

12 (1) complete implementation of the plan under
13 this section; and

14 (2) submit to the congressional defense commit-
15 tees a report detailing the research performed, con-
16 siderations, and policy changes implemented under
17 this section.

18 (d) COVERED INDIVIDUAL DEFINED.—In this sec-
19 tion, the term “covered individual” means a member of
20 the Armed Forces or employee of the Department of De-
21 fense who—

22 (1) is pregnant;

23 (2) gives birth to a child; or

1 (3) incurs a medical condition arising from
2 pregnancy or childbirth.

