

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

Enabling Objectives:

- 1.10.1 IDENTIFY expectations for worldwide deployability of Sailors.
- 1.10.2 IDENTIFY who is required to have a Family Care Plan.
- 1.10.3 SUMMARIZE the key requirements for a Family Care Plan.
- 1.10.4 IDENTIFY three sources of help in preparing a Family Care Plan.
- 1.10.5 IDENTIFY expectations for financial preparedness of Sailors.
- 1.10.6 LIST the consequences of not being financially responsible while in the Navy.
- 1.10.7 IDENTIFY times when a will/powers of attorney should be created.
- 1.10.8 LIST at least two sources of help creating a will or powers of attorney.
- 1.10.9 IDENTIFY the impact of pregnant servicewomen on command readiness.
- 1.10.10 IDENTIFY key components of the Navy policy on pregnant servicewomen.
- 1.10.11 DESCRIBE command responsibilities and issues concerning pregnant servicewomen.
- 1.10.12 LIST a pregnant servicemember's responsibilities.

Trainee Preparation Material:

- A. Trainee Support Materials:
 - 1. Outline Sheet 1-10-1
 - 2. Information Sheet 1-10-1
- B. Reference Publications: OPNAVINST 1740.4c

Instructor Preparation:

- A. Review Assigned Training Material
 - 1. Instructors for all lessons must read and familiarize themselves with, at minimum, the “Introduction/Navy Core Values” and “Decision Making” lessons. This will allow instructors to relate their lesson's material to Navy Core Values, the Four Universal Ethical Principles, and the Five-Step Decision Making Process. Instructors should bring these into their discussion whenever the opportunity presents itself, whether in the form of the instructional material itself or questions from trainees.
- B. Reference Publications:
 - 1. OPNAVINST 1740.4c
 - 2. DOD Instruction 1342.19 of 13 Jul 92
 - 3. http://www.jaghttp://www.jag.navy.mil/html/NLSOglakesPowers_of_attorney.htm
 - 4. http://www.jag.navy.mil/html/NLSO Midlantwills_and_other_estate_planning.htm

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

5. OPNAVINST 6000.1c, NAVY GUIDELINES CONCERNING PREGNANCY AND PARENTHOOD
- C. Training Materials Required:
1. Computer and Compatible Projector
 2. Navy Pride and Professionalism Presentation CD
 3. White Board or Newsprint
 4. Colored Markers
 5. Trainee Guide
 6. PowerPoint Slides: 1-10-1 through 1-10-18
 7. Family Care Plan Checklist

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

1. Family Care Plan

2. Worldwide Deployability:

RELATED INSTRUCTOR ACTIVITY

1. **Slide 1-10-1**, Lesson Introduction

Establish Contact. Introduce yourself and provide any background about yourself that might be of interest.

Establish Readiness.

Motivating Statements:

Tell trainees how they will use the course material.

Safety- Review any local safety related issues, i.e., fire drills, emergency egress routes

Slide 1-10-2, Lesson Overview

Give lesson overview.

2. **Slide 1-10-3**, Worldwide Deployability

“Are You Ready?”

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

(a) Medical Issues

(a) Mention issues such as hospitalization, mandatory rehab, special medications, or Class 3 Dental.

(b) Pregnancy and Adoption

(b) Military mothers of newborns shall be deferred from travel away from the home station for 12 months following the delivery. This provision is to assist the servicemember in developing a Family Care Plan and to establish a pattern of childcare. Single servicemembers or one servicemember of a military couple who adopt a child may be authorized 21 days leave following the date the child is placed in the home as part of the formal adoption process depending on unit mission, operating circumstances and the position of the servicemember's billet (NAVADMIN 157/07).

c. There is a **real expectation** that we are **ready and able** to deploy anywhere in the world on very little notice. The OPNAV Instruction states that:

c. **Slide 1-10-4**, The Expectation

Stress **BOLD TEXT** and read the quote from OPNAVINST 1740.4c

“The nature of naval service dictates that servicemembers must be ready to deploy throughout the world on short notice and be able to fully execute their military and professional duties.”

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

Within our commands we are part of a team, and our skills are counted on to help the command achieve its mission.

- d. Need for Proactive Approach: For the single Sailor with no dependents, it's not too difficult. But for the single dad or mom, or Sailors with spouses or other dependents that depend on them, the situation becomes more complicated and requires a proactive approach to family care planning.

3. Applicability and Responsibility

- a. Individual Responsibility: Each one of us is responsible to ensure that our family members/dependents are cared for during deployments, reserve mobilizations, and temporary duty assignments as well as at all other times during which the servicemember is unavailable.
- b. The Family Care Planning Conditions: To properly provide for our dependents requires good upfront planning. The Navy requires us to complete a Family Care Plan. This plan is formally documented using NAVPERS 1740/6, Department of the Navy Family Care Plan Certificate and NAVPERS 1740/7, Care Plan Arrangements are required under any of the following conditions:

RELATED INSTRUCTOR ACTIVITY

- d. When referring to “single Sailors” be sure to emphasize single implies no dependents.

- a. **QUESTION:** Who exactly is responsible?

ANSWER: Cite examples: single parents, divorced couples with dual custody, single Sailors with adult dependents, or single or married Sailors with minor dependents who are not their children.

- b. **QUESTION:** Has anyone here had to develop a Family Care Plan?

ANSWER: Look for a show of hands.
Use this opportunity to discuss the entire process, being sure to cover each aspect of the planning process including financial preparations, wills, and powers of attorney.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

- (1) Unmarried Servicemembers: A servicemember with primary or shared physical custody of a minor child or children who is not married to the other natural or adoptive parent of the minor child or children.
- (2) Dual Military Couples: Both members of a married dual military couple where one or both have primary or shared physical custody of a minor child or children.
- (3) Care for Adult Members: Servicemembers who are legally responsible for an adult family member who is incapable of providing for themselves in the absence of the servicemember.
- (4) Personal Status Changes: Family circumstances or other personal status changes may result in a servicemember becoming legally and primarily responsible for the care of another person and require implementation of a Family Care Plan. Such circumstances include, but are not limited to:

RELATED INSTRUCTOR ACTIVITY

- (1) **Slide 1-10-5**, Family Care Plan – Applicability

- (4) **Slide 1-1-6**, Personal Status Changes Requiring a Family Care Plan

QUESTION: If you should find yourself in this kind of a situation, one where you are called upon to provide care for an aging parent or maybe one of your siblings, what do you need to do to make sure they are provided for should you have to deploy?

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

- (a) Birth, adoption, or guardianship of a minor child or children.
- (b) There is a need to care for minor children or adult family members/dependents.
- (c) Dual military couple with minor children or adult family members/dependents
- (d) Assumption of legal responsibility for the sole care for an elderly, disabled, or chronically sick family member.

RELATED INSTRUCTOR ACTIVITY

ANSWER: Establish their eligibility by getting them added to your Page 2 so they can be entered into the Defense Enrollment Eligibility Reporting System (DEERS). Recommend that they consult with the command or base legal office if this should occur.

- (d) **QUESTION:** Anyone know of any Sailors who had to take on the care of family members?

ANSWER: If someone does respond ask if they can provide any details of what the individual may have been going through in this situation. It's important to recognize the difficulty these types of situations a Sailor is presented with.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

- (e) A family member who has a limited command of the local language or is unable to drive or otherwise gain access to basic life-sustaining facilities.
- (5) Commanding officers can mandate Family Care Plans for all members of a command.
- (6) Applicability. Some of you here today are a thinking “None of this applies to me, what do I need to know about a Family Care Plan for?” There are a couple of good reasons.
 - (a) You might be planning to get married in the future. It’s always best to know ahead of time what lies ahead, rather than “Oh, by the way, you need to complete this Family Care Plan before we deploy next week!”
 - (b) The Commanding Officer can direct everyone in the command to have a Family Care Plan regardless of family status.

RELATED INSTRUCTOR ACTIVITY

Slide 1-10-7 Commanding Officers Mandate

- (6) **QUESTION:** Anyone planning on getting married soon?

ANSWER: don’t expect a verbal response, but use the opportunity reinforce the issue of being prepared.
 - (a) Point out that help is available to answer all questions from a variety of sources: Fleet and Family Support Center, Chaplain, CMC, your chain of command, even your mentor can probably point you in the right direction.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

- (c) **FOREWARNED IS FOREARMED!**
 - (1) It is your responsibility to ensure that the family members who depend on you are properly provided for.
 - (2) Provide the folks who may be called on the help you in providing care for family members during a deployment receive with all of the information and documentation they will need to provide the much needed support.

- 4. Key Components of a Family Care Plan: If you are required to complete a Family Care Plan there is a standard format to follow and a checklist that will help you keep things organized. One of the first things to identify is who is going to be the responsible caregiver while you are gone?

RELATED INSTRUCTOR ACTIVITY

- (c) **Slide 1-10-8**, Family Care Plan – Providing for Dependents

Again, stress the need to update their Page 2 in order to get the new dependents entered into the DEERS system. It is an annual requirement.

Also remind the students that they will have to deal with their Navy Legal Services Office or a private attorney in these situations.

Briefly summarize who may be called upon to prepare a Family Care Plan (FCP).

Remind the students that the CO can have all members of a command prepare a FCP. So, the information provided in the rest of the lesson will be of benefit to all.

- 4. **Slide 1-10-9**, Key Components of a Family Care Plan

Refer the students to Information Sheet 1-10-1 (page 78 of the Trainee Guide Volume 1 and page 9 of Volume 2), to review the content of the Check List. Use the checklist to guide the discussion – Walk through each of the major areas in the checklist.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

a. Caregivers

(1) **Primary** - An individual at least 21 years of age, capable of providing care and maintenance to the minor children and/or adult family members/dependents of the servicemember, must be lawfully entitled or obligated to assume custodial responsibilities or have the express written consent of the servicemember to assume such responsibility.

(2) **Alternate** - Alternate Caregiver must be designated in the event primary caregiver is unable to provide support.

b. **Financial Responsibility** – Deployment and separation from our dependents is hard enough on us all without problems on the home front. What might appear to be one Sailor’s problem can have a ripple effect. But good planning up front, especially financial planning, can reduce the potential for problems. All **Sailors are expected** to be financially responsible. **Sailors are expected to provide proper financial support for their dependents. Single Sailors are also expected to have their personal affairs in order;** there are consequences for all for failing to do so.

(2) Point out that it’s a good idea to have an alternate caregiver identified in case the primary caregiver is no longer available.

b. **Slide 1-10-10**, Financial responsibility

Stress the **BOLD TEXT**; reiterate that good financial planning helps to eliminate the possibility that a Sailor might receive letters of indebtedness, the impact of which could negatively impact their performance.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

Sailors who exercise good financial planning practices take the following into account:

- (1) Allotments and direct deposits

RELATED INSTRUCTOR ACTIVITY

QUESTION: What do you think are some of those consequences?

ANSWER: Letters of indebtedness, poor credit ratings, repossessions, separation from the Navy!

Note that the Family Planning Policy instruction, OPNAV 1740.4C states:

“. . . that the servicemember knows that failure to maintain an up-to-date plan can subject the member to separation from the Navy.”

Ask the students to consider the following questions. Did they ever experience a situation when a shipmate gets a disturbing letter from home; maybe the spouse has run out of money or reports that the car has been repossessed? How did it affect that Sailor? Did it have any impact on those Sailors shipmates? What about the command's mission?

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

- (2) Access to bank accounts: direct deposit, dependent account access, automatic bill pay

- (3) Sources of Help: If you need help preparing a Family Care Plan it is available from the Command Financial Specialist, Navy Legal Services Office, Navy-Marine Corps Relief Society (NMCRS) and the Disbursing Office (allotments)

c. Logistical arrangements

- (1) Relocation of the family or caregiver(s): Arrangements shall include plans for relocation, if necessary, of the caregiver and/or family to a new location and the financial, medical, and legal arrangements necessary to ensure continuity of care of family members/dependents during the movement.

RELATED INSTRUCTOR ACTIVITY

- (2) Note that other forms of “Bill Pay” are available, some from banks and credit unions, some can be set up on-line.

- (3) **QUESTION:** Who is the Command Financial Specialist, or what is the location of the nearest NMCRS office?

ANSWER: Insert names and locations:

- (1) Point out those relocation arrangements must provide for the financial support necessary to transport the family or caregiver to a designated location if government transportation is not authorized. Consideration of a non-military escort for family members/dependents requiring assistance such as infants, children, or elderly disabled adults, should be outlined when personal family considerations dictate.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

(2) Legal Issues: Relocation of minor child(ren) may violate civil and criminal laws if the act of relocation interferes with the legally established custody and/or visitation rights of natural or adoptive parents or others with a legal right to visit the child(ren). Additionally, many school systems and childcare facilities will not accept a powers of attorney for enrollment. If minor children are relocated and will be enrolled in a new school or childcare facility, such institutions may require a court order to establish proper custody of the child(ren).

d. Medical and Dental

e. Legal issues that must be addressed in the Family Care Plan include:

RELATED INSTRUCTOR ACTIVITY

(2) Note that legal ramifications may create problems if relocation is necessary.

d. Review briefly each of the items from the checklist.

e. **QUESTION:** Can you name two very important documents we should prepare as part of the Family Care Plan preparation?

ANSWER: Wills and Powers of Attorney

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

- (1) Wills: Responsible Sailors (which we all are) should have a will, especially in light of the possibility of an Individual Augmentee (IA) assignment or unexpected deployment. A will is an instruction by you directing the disposition of particular property upon your death, and it will ensure that your dependents will be cared for in the event you are killed.

RELATED INSTRUCTOR ACTIVITY

- (1) **QUESTION:** Why have a will?

ANSWER: Neither military nor civilian law requires that you have a will. However, if you have a will you ensure that your assets, all your belongings, are distributed according to your wishes. If you do not have a will, your personal property will be distributed according to the laws of your state of legal residence, and any real property you own (a home) will be distributed under the laws of the state in which it is located.

For example, the property of a single person without children, who dies without a will in the state of Virginia, will be divided equally between that person's parents. This may be the same distribution that person would choose if he or she had a will. However, by having a will, it is clear what that person's intentions were with regard to his or her property and the person or persons chosen to handle the estate.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

Other considerations for instance for single parents and guardians for their dependent minor children. A guardian is the individual who manages the person and/or property of any minor children following your death. Some one should be identified in the will who will take over guardianship of any dependent children in the event the Sailor is killed or incapacitated and physically unable to care for the children.

- (2) Powers of Attorney - A power of attorney is usually given by someone who will be unable to be present at a particular time and/or place when important transactions must be conducted. The scope of a power of attorney may be very broad or very narrow, depending upon your needs. In a power of attorney you give another person (called your "agent" or "attorney-in-fact") the legal authority to act in your place and on your behalf in your absence. Every act your agent does within the authority granted in the document is legally binding upon you. There are two types of powers of attorney to consider:

RELATED INSTRUCTOR ACTIVITY

Point out also that for married couples, guardianship is not normally an issue. Under the law, the surviving natural parent will be the guardian of the person of any minor children. However, the court will make the final decision on this matter, employing the standard of "best interest of the child" to determine whom should be the guardian, so if you nominate someone other than your child's surviving natural parent to be that child's guardian, the nomination will be some evidence that another guardian other than the natural parent may be in your child's best interest.

- (2) Sample formats for powers of attorney are available in the Family Care Plan Policy Instruction.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

- (a) **GENERAL POWERS OF ATTORNEY:** A general power of attorney gives your agent all the power you possess to act with respect to any matter. It allows your agent the power to do all the things you could do yourself, such as sell or mortgage a home, deposit and withdraw money from accounts, borrow money, and sign contracts.
- (b) **SPECIAL POWER OF ATTORNEY:** A special, or limited, power of attorney authorizes your agent to do a certain specified act, such as ship household goods or sell an automobile.
- (3) Where help is available?

RELATED INSTRUCTOR ACTIVITY

- (a) The document should grant no power greater than that which is needed under the circumstances. A power of attorney should be given for a limited time only. General powers of attorney are written for no more than one year.
- (b) Stress to the attendees that if they need a power of attorney they should contact the nearest Legal Services Office for assistance.
- (3) Help and assistance is available from the Command Financial Specialist, Legal Assistance Office on base or aboard the command will provide this service free of charge for you or your dependents. Other sources of help would be local attorneys or Legal Assistance centers.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

- f. Caregiver Briefings: The chosen caregivers should receive a thorough briefing by the servicemember on available military facilities, services, and benefits, entitlements of family members/dependents as well as financial and logistical arrangements in the plan. They should also be provided with all legal documents required for dependent access to military facilities.

- g. Sources of Support: Completing a Family Care Plan can be a challenging task for anyone. Help is available.
 - (1) Navy Legal Support Office (NLSO)
 - (2) Command point of contact
 - (3) Fleet and Family Support Center (FFSC)
 - (4) Child Development Centers
 - (5) Chaplain

RELATED INSTRUCTOR ACTIVITY

- f. **Slide 1-10-11**, Caregiver Briefings

Make note that briefing the caregivers (primary and alternate) is a crucial part of the plan. They must know what to do, where to go, and who to contact in the case of an emergency.

- g. **Slide 1-10-12**, Family Care Plan Help and Support

Briefly discuss each bullet – note the locations of each local office.

 - (1) Provide location of the local NLSO.
 - (2) Identify the Command Family Care Plan Coordinator
 - (3) Provide the location of the local Fleet and Family Support Center.
 - (4) Provide location of the local Child Development Center.
 - (5) Provide the name of the Chaplain and the location of the office.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

- (6) Navy-Marine Corps Relief Society
- (7) Command Ombudsman
- (8) Community and family support groups
- (9) Civilian social service organizations
- h. Family Care Plan Summary - Family Care Plans are mission planning tools. They establish and document plans to care for minor children and adult family members/dependents while the servicemember is absent. This could be due to a prolonged, unexpected deployment or IA assignment. These plans provide for dependents, and help reduce the burden of the servicemember, by ensuring those dependents are properly cared for during the servicemember's absence.

RELATED INSTRUCTOR ACTIVITY

- (6) Provide location of the local NMCRS office.
- (7) Provide the name and contact information for the command's Ombudsman.
- (8) **QUESTION:** What are some of the support sources available to Sailors in the local community?

ANSWER: List their responses on the whiteboard or chart pack, and include those from the paragraph (6).
- (9) Churches, Charities, American Red Cross, Boys and Girls Clubs, Head Start Programs
- h. **Slide 1-10-13**, Family Care Plan Summary

Reiterate the need for wills and powers of attorney, identifying qualified caregivers and making sure that financial responsibilities are taken into account and where servicemembers can go for help within the command, on base, or in the community.

Ask if there are any questions before continuing.

Use the following as a bridge to the next section Balancing Responsibilities.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

5. Balancing Responsibilities. Another consideration related to Family Care is planning for parenthood, either as a new parent or planning for the growth of a current family. As parents and Sailors we are expected to balance the demands of a naval career with our family plans and responsibilities. As many of us know, this is not an easy task, but it is a task we have to be prepared to address. Here is a quote from OPNAV 6000.1C, Guidelines Concerning Pregnancy and Parenthood:

“There are responsibilities that come with parenthood, and for those in uniform, these responsibilities require consideration and planning due to military commitments. Naval servicemembers are expected to balance the demands of a naval career with their family plans and responsibilities.”

RELATED INSTRUCTOR ACTIVITY

“The responsibility to provide for our dependents at all times is one that shouldn’t be taken lightly. Saying, ‘I’ll take care of that next week’ is the wrong thing to say, especially in today’s military and political climate. Next week might be too late. Preparing for the future and balancing responsibilities also extends to family planning issues and issues about parenthood.

5. **Slide 1-10-14**, Balancing Responsibilities

Introduce this section by connecting the expectations for Family Care Planning with the Navy’s expectations for doing one’s best to plan for future pregnancy.

Note: One area that can raise the temperature in a room when it is brought up is “pregnancy” and the impact it may have upon a command’s mission – be prepared to deal with differing viewpoints.

Cite some examples: The ship’s Navigator finds out she is pregnant, two weeks before the ship is scheduled to deploy. Who’s going to replace her?

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

Or

The only Crypto Tech onboard learns she is pregnant one month into a six month deployment.

Or

A Hospital Corpsman is scheduled to deploy on an IA assignment with the Army in Iraq and learns she is pregnant. Who's going to take her place?

QUESTION: Are these kinds of situations avoidable?

ANSWER: No, not entirely. But, their potential can be minimized through foresight and planning.

Make a point of noting that being pregnant and starting a family is not necessarily a bad thing. No one can tell someone she cannot be pregnant.

- a. Navy Pregnancy Policy: It's important to know that the Navy doesn't immediately discharge Sailors just because they become pregnant. While the language used here is pretty harsh, there are some important considerations involved:

- a. **Slide 1-10-15**, Navy Pregnancy Policy

What is the Policy?

“Separations for Convenience of the Government – Pregnancy”

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

- (1) What does she want to do? Maybe she doesn't want to get out of the Navy. She enjoys their job and feels honor bound to fulfill her commitment to serve her country.
- (2) Navy Investment: The Navy invests a lot of time and money training Sailors to do their jobs so it can fulfill its mission. Discharging a female Sailor simply because she became pregnant would send the wrong message about how the Navy values individual Sailor's contributions to mission accomplishment.
- (3) Extenuating Circumstance: Sure, there are extenuating circumstances, but they are handled on a case by case basis.

RELATED INSTRUCTOR ACTIVITY

“Request will normally be denied. . .”
MILPERSMAN 1910-112

Use the following question to bridge into the next section addressing responsibilities.

QUESTION: OK, the Navy expects us to act responsibly; just what should a Sailor do if she learns she has become pregnant? What are her responsibilities?

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

- b. Pregnant Servicemember's Responsibilities – We are all aware that pregnancy isn't always a "planned" event. Instead, it can arrive rather unexpectedly.
 - (1) Seek confirmation of pregnancy by a military health care provider, such as the medical department aboard ship, an on-base clinic or hospital, or a civilian health care provider in cases of inaccessibility to a military treatment facility.
 - (2) Notify the chain of command of a pregnancy as soon as possible, but no later than two weeks after diagnosis.
 - (3) Pre-Natal Care. Report as soon as possible to the supporting medical treatment facility to establish a prenatal care program.

RELATED INSTRUCTOR ACTIVITY

ANSWER: After listening and discussing the answers to the question, progressively disclose the bullets on the slide.

- b. **Slide 1-10-16**, Pregnant Servicemember's Responsibilities
Progressively show each responsibility as it is discussed.
 - (1) Follow up with next question

QUESTION: What if she is pregnant, then what?

ANSWER: Continuing disclosing the bullets.
 - (2) Point out that the Sailor should notify their chain of command as soon as they confirm the pregnancy, noting that this may require planning a replacement requisition if the Sailor is in a seagoing/deployable billet.
 - (3) Point out that it is very important for the health of the Sailor and the unborn fetus to set up such a program as early as possible – especially if the pregnancy is the first for the Sailor, is unexpected, and they are unprepared for what's ahead.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

- (4) Continue to perform military duties within the limits established by their condition.
- (5) Personal Safety. Comply with work site and task-related safety and health recommendations made by appropriate occupational health professionals, including the use of personal protective equipment.

c. Impact of Pregnancy on Command Readiness

RELATED INSTRUCTOR ACTIVITY

- (4) Stress “within limits.”
- (5) Look for examples from within your own command of situations that pregnant Sailors must avoid to ensure their safety and that of the child they are carrying, i.e.,
 - Exposure to hazardous materials
 - Hauling chains on the flight deck
 - Working party assignments

- c. Use these two questions to engage the participants in recognizing the potential impact and actions that can be taken to minimize the impact.

QUESTION: Just what kind of impact can pregnancy have on command readiness?

ANSWER: Look for these and more:

Increased workload

Loss of critical skills

List all of the student’s responses on a whiteboard or chart pack.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

- d. Command Responsibilities – The command has certain responsibilities to the pregnant Sailor. OPNAVINST. 6000.1c (Pregnancy and Parenthood Guidelines) states that Commanding Officers:

RELATED INSTRUCTOR ACTIVITY

Follow up with:

QUESTION: What actions can Sailors take to eliminate or reduce the impact on readiness? (write the responses down),

ANSWER: Be proactive; plan ahead: avoid risky sexual behaviors

Discuss briefly, risky sexual behaviors such as unprotected sex, failure to follow birth control pill regimen, sex and alcohol, etc.

Bridge into the next section by asking OK, that covers the Sailor's responsibilities, what about the command, what responsibility do they have?

- d. **Slide 1-10-17**, Command Responsibilities

What are they?

Progressively display (click mouse) the list (highlighted phrases) of responsibilities.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

Shall make every effort to ensure that pregnant servicewomen are not subjected to harassment, imposition of personal opinions, or infringement of legal rights identified in OPNAVINST 5354.1F.

RELATED INSTRUCTOR ACTIVITY

QUESTION: Anyone ever see a pregnant Sailor harassed, maybe not physically but verbally put down simply because she's now pregnant?

ANSWER: Probably yes, and head nods.

QUESTION: Is it right to do so?

ANSWER: No!

QUESTION: What if anything did you do about it?

ANSWER: If nothing: follow up with Why Not?

Refer them to the definition of "Courage."

Did your response demonstrate a "Commitment" to do the "right thing?"

Did your response demonstrate your "Honor?"

Use the scenario that follows to highlight the contradictions and hypocrisy that are often heard when a Sailor within a command becomes pregnant.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

Take a moment and relate the following which compares a male Sailors injury and its impact on a work and pregnancy.

OK, let's look at another situation:

A male Sailor from your work center injured his knee playing flag football on the command's team during Captain's Cup competition. The injury is pretty serious. The Doctor says he will have to be transferred ashore due to the surgical requirements to repair the damage and go through an extensive, six-month rehabilitation period after his surgery. The command is scheduled to deploy in three weeks, and your work center is barely able to meet its requirements because one member has been on an Individual Augmentee assignment for two months, and everyone else has had to pick up the slack. Now, everyone in the work center is going to have to pick up more responsibilities. Would you have the same feeling toward the Sailor who blew out his knee playing football as you would for a Sailor who became pregnant?

Note that the point of this question is to stress that just because a Sailor is pregnant she shouldn't be treated any differently than any other Sailor who, due to a medical condition, may not be able to perform all their duties.

IT IS A MEDICAL CONDITION!

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

- (1) Shall ensure servicewomen receive counseling once pregnancy has been confirmed, including Occupational Health Care.
 - (2) Shall advise servicewomen that requests for separation due to pregnancy will not normally be approved.
 - (3) Shall ensure that pregnant servicewomen are not adversely evaluated or receive adverse fitness reports/ evaluations as a consequence of pregnancy.
 - (4) Shall authorize, if requested, a pregnant servicewoman to occupy off-base housing and be paid Basic Allowance for Housing (BAH) up to her 20th week of pregnancy.
- e. Ultimate Responsibility – The ultimate responsibility rests with the Sailor. Everyone recognizes that it is not always possible to predict or prevent a pregnancy. But when a Sailor does become pregnant it is her responsibility to take the steps necessary to comply with the Navy's Pregnancy policy.
- (4) Note also that: From the 20th week onward the host commander must approve a request to occupy off-base housing.
- e. End the discussion by stressing that ultimately, it's the Sailor's responsibility to get things started if they become pregnant. The reality of the situation is such that it will have an impact on the Sailor, her shipmates, and the command. It is their responsibility to act promptly in compliance with policy.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

6. Summary:

- a. The Navy expects all of us to be prepared to deploy, mobilize, or augment on very short notice. To do so means that Sailors must look at all of the possible issues surrounding care for their dependents and financial planning to make sure financial obligations are taken care of during their absence.

RELATED INSTRUCTOR ACTIVITY

Use the following as a bridge to the Summary.

“We all volunteered to serve our country, to ‘support and defend’ the constitution. Some of us came in with a spouse and/or child(ren), others may have just been in the planning stages of raising a family. The responsibility of planning for and caring for our family members is a heavy one, and it can pull us in two directions. But, as members of the Navy we must balance the challenges of family with those of service to our country. The use of a Family Care Plan can go along way towards living up to the responsibilities associated with meeting these challenges easier.

6. **Slide 1-10-18**, Summary

Progressively disclose bullets, repeat / paraphrase the significance of each phrase:

- a. Worldwide Deployability expectation – refer to OPNAV quote, dependent care and financial planning as it applies to married and single Sailors.

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

- b. Sailors with family that depend upon them must ensure their family members are adequately provided for when they leave. The Family Care Plan provides that assurance to both the Sailor and their command.
- c. Preparing a plan can be involved, and help is available from the command, local Navy-Marine Corps Relief Society, and Fleet and Family Support Centers.
- d. Plan preparation is one thing, but backing it up with good financial preparedness is essential, including:
 - (1) Wills
 - (2) Powers of Attorney
- e. Family care planning also extends to decisions about pregnancy. There is NO guarantee that a pregnant SAILOR will be separated just because she is pregnant.

RELATED INSTRUCTOR ACTIVITY

- b. Individual Responsibility – **QUESTION:** Who's required to prepare a plan, and what kind of information is included? Mention the possible legal ramifications associated with relocation of dependent children and court orders
- c. Assistance with Preparation
- d. Financial Preparedness and Consequences
 - (1) Wills
 - (2) Powers of Attorney
- e. Pregnancy

LESSON PLAN

PRIDE AND PROFESSIONALISM

Lesson 1.10 Navy Family Readiness

DISCUSSION POINT

So, Sailors should take into consideration their personal responsibilities, and their professional responsibility to avoid unintended pregnancies. All the planning in the world may not be effective. But we all need to recognize the potential impact of unintended pregnancies and be prepared to act appropriately. This applies to both the Sailor and the command – they each have certain responsibilities in such cases.

(1) Sailor's responsibilities

(2) Command's responsibilities

- f. The Bottom Line – we must be capable of and properly prepared to deploy quickly and ensure that those who depend upon us are adequately provided for while we're gone.

It's the Sailor, single, married, separated, or divorced, who is personally responsible to provide for the care of their dependents when deployed.

- g. Questions?

RELATED INSTRUCTOR ACTIVITY

- g. Ask if there are any questions. If appropriate, take a 10 minute break.