

SHELBYVILLE FIRE & RESCUE STANDARD OPERATING PROCEDURES		
	SECTION: Membership SUBJECT: Pregnant Members	S.O.P: 102.04
		PAGE: 1 of 1
	Approved By:	Effective Date: December 1, 2012 Revision Date:

Purpose:

This policy is to establish guidelines relating to the safety of members of the department who become pregnant. It is the policy of this department to provide for equal opportunities to all members, but at the same time, consider any aspect of membership, which may prove detrimental to the health, and welfare of any member.

Scope:

This policy applies to all female members of the Shelbyville Fire Department.

Procedure:

I. Rationale

1. Studies have shown that potentially harmful pre-natal factors exist in the workplace, depending on the work assignment. The possibility of exposure to infectious diseases, toxic materials or excessive physical exertion must be considered. Another important consideration is the above normal levels of fatigue inherent with some pregnancies, potentially affecting the member's level of consciousness.
2. Although it may be difficult to precisely determine the effects of various factors on the physical well-being of the member and/or the unborn child, it is reasonable to establish a time frame indicating when the member will be reassigned to non-suppression duties.

I. General

1. Members who become pregnant are required to:
 - a. Notify the Chief of their condition immediately upon discovery of the pregnancy.
 - b. Submit a written statement from their personal physician specifying the estimated delivery date that the member should cease performing support duties.
 - c. Submit to the Chief a written statement from their personal physician if the initial estimated dates have changed.
2. After a member has notified the Chief of her condition, she will be placed on support status until she is no longer capable of performing her assigned duties.
3. The fire department reserves the right to institute a leave of absence if the member's attendance, quality or quantity of work is adversely affected by the pregnancy.