

## 19.131 EMPLOYEE PREGNANCIES

### **References:**

Procedure 19.130 - Limited Duty Personnel

### **Procedure:**

#### A. Guidelines on Employee Pregnancies:

1. When an employee advises her supervisor she is pregnant, yet requests to remain in a regular duty status:
  - a. Her supervisor will advise her of the risks involved in her current duty assignment.
  - b. She will submit a Form 17 advising of her condition, recognizing the risks involved in remaining in her present assignment, and acknowledging that, at the present time, she declines reassignment to a limited duty status.
  - c. The Personnel Management Unit Supervising Management Analyst will make the final decision.
2. Pregnant employees will remain on unrestricted duty until:
  - a. The employee requests to be placed in a limited duty status.
    - 1) Immediately place the employee on limited duty status. She has three working days to present a physician's certificate to her supervisor verifying her condition.
  - b. The employee and her private physician determine she should be placed in limited duty status.
    - 1) Immediately place the employee on limited duty status. She has three working days to present a physician's certificate to her supervisor verifying her condition.
  - c. The employee's ability to perform her required duties is impaired as determined by:
    - 1) The employee's immediate supervisor.

- 2) The employee's inability to wear proper uniform attire. Larger uniform parts will be supplied from stock upon request.
- 3) In such cases, the employee will have appeal rights through the chain of command to her bureau commander.
  - a) The employee may be required to respond to EHS for evaluation for fitness for duty.
  - b) The Personnel Management Unit Supervising Management Analyst will confer with the EHS physician before final determination.
3. An employee will be returned to full duty status upon presenting a certificate of clearance to her supervisor from her private physician.
  - a. The Police Chief or designate will decide any unresolved issues.
4. Every effort will be made to return the employee to her previous assignment upon return to full duty status.