

Fetal Protection Policy

This maternity policy is adapted from Royal Roads University. You can use it as a guideline to help create your own.

REPRODUCTIVE HAZARDS POLICY

01 / INTRODUCTION

This policy outlines [Insert Company Name]'s approach to protecting employees from the effects of workplace hazards which could affect reproductive health, known as reproductive hazards. Guidelines are provided to ensure potential risks are addressed accordingly.

02 / APPROACH

[Company Name] has an established process of assessment and control of occupational exposures during the course of work. Exposures are controlled to safe levels by engineering controls, using safe procedures, isolation from hazards, or protective equipment.

These hazards are assessed on a regular basis and updates on existing and new exposures are communicated to employees in affected areas.

The following have been identified as areas for job assessment/accommodations that may be required for reproductive health:

[List here job-specific hazards such as locations with extreme heat, fumes that may affect pregnancy, and chemical exposures].

03 / GUIDELINES

Employees who have concerns regarding their pregnancy, attempting pregnancy, reproductive risks, or are experiencing reproductive difficulties are encouraged to take the following precautions:

- > The employee should discuss any concerns with their healthcare provider and supervisor.
- > Before taking any action, or making any decisions, regarding reassignment, the employer's supervisor will assess the feedback from the employee's healthcare provider.
- > Where it is determined that the modification of current job functions is insufficient to minimize hazard exposure, the department/division will attempt to find temporary alternate work for the duration of the recommended term. If temporary alternate work cannot be found within the department, the employee may be moved to a new division temporarily.

If an employee remains concerned after the above steps are completed, they may request a job reassignment.

04 / SENIORITY

An employee who is pregnant and who has consented to reassignment will have all seniorities protected during her pregnancy.