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.