

<p>Standard Operating Procedure</p> <p>MATERNITY LIGHT DUTY AND REPRODUCTIVE SAFETY</p>	<p>PEORIA FIRE-MEDICAL DEPARTMENT Administration</p> <p>101.07</p> <p>Initial 08/02/2017 Page 1 of 2</p>
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PURPOSE

To establish a consistent policy that is in compliance with federal and state Americans with Disabilities Act (ADA) requirements, and to establish a Maternity Leave Policy for expectant firefighters.

POLICY

The Peoria Fire Department recognizes pregnancy as a normal occurrence and therefore establishes this policy to implement the provision of temporary alternate non-hazardous duty assignments (light-duty) for pregnant employees, until the employee takes a medical or other approved leave of absence.

For those pregnant employees who choose to be transferred to light duty, or whose physician restricts her from performing full duty for the term of the pregnancy, light-duty assignments are available. Maternity light duty will be an assignment in a low-risk situation where the treating physician’s restrictions can be accommodated, such as in an office setting.

Employee’s Responsibility:

If an employee becomes pregnant they may notify their Company Officer, Battalion Chief, or the Deputy Chief of Operations advising them of their current medical condition.

The employee is responsible, with advice from her health care provider, to determine how long she will continue in her normal assigned position. Temporary light-duty assignments may be granted upon request by the Fire Chief, and on the medical recommendation of the employee’s health care provider. All light-duty assignments shall be subject to the physical restrictions determined by the employee’s health care provider.

Uniforms:

1. While assigned to a suppression or hazardous position, pregnant employees will be required to wear the specified uniform and all safety equipment that they have been provided when appropriate. If the pregnant employee remains in a suppression or hazardous position it will be imperative that her safety equipment (i.e. turnouts and SCBA mask) still fit properly for her safety and well-being. If

