DECLARED PREGNANT WOMAN CHECKLIST

# Pregnant Woman Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Id No.: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I voluntarily declare that I am pregnant. I understand that I may be exposed to chemical or physical hazards in the laboratory work environment that may pose a risk to my unborn child. I have discussed my work assignment(s) with my supervisor and we have discussed controls and options to mitigate the hazards to the extent possible, and I have been provided training and resources to potential hazards. I have been provided with information on the materials that will be used in the lab and may review with my physician to make the decision on whether to continue work in the lab or request an alternative option or opt out.

Date of written pregnancy declaration: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Estimated date of conception (month/year): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

End date of 9 month gestation period: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date the declared pregnant woman’s work assignment(s) analyzed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# Date the pregnancy was undeclared: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***-------------------- Signatures --------------------***

**Instructor/Supervisor**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Date: \_\_\_\_\_\_\_\_\_\_**

**Declared Pregnant Woman: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_**

**EH&S Department: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_**

If the PI/Supervisor needs advice on how to fill out the work assignment analysis, please contact EH&S.

Consult EH&S before making adjustments to working conditions (other than straightforward alterations in hours of work) or recommending protective equipment.

If this person is a radiation worker, please contact Dr. Phalen and EH&S for a radiation risk assessment.

The Declaration of Pregnancy letter and work assignment analysis form should be included in the employee personnel file or student records.

# FORM LETTER FOR DECLARING PREGNANCY

This form letter is provided for your convenience. To make your declaration of pregnancy, you may fill in the blanks in the form letter and give it to your employer or you may write your own letter.

## DECLARATION OF PREGNANCY

To:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (faculty or supervisor)

I am declaring that I am pregnant. I believe I became pregnant in

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (month), \_\_\_\_\_\_\_\_\_\_\_\_ (year), and my

expected due date is \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (month), \_\_\_\_\_\_\_\_\_\_\_\_ (year).

I understand that I may be occupationally exposed to chemical or physical hazards in my workplace. I have discussed my work assignment(s) with my supervisor and we have discussed controls and options to mitigate the hazards.

I am also advised to inform when my pregnancy has ended.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(Your signature)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(Your name, printed)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(Id Number)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(Date)

#### DECLARED PREGNANT WOMAN - WORK ASSIGNMENT ANALYSIS

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **List materials** to be used during pregnancy and **how will be used** | **Frequency and duration** (once/day for 2 hours, etc.) | **Physical state** and **concentration** | **Quantity** used per unit of time (e.g., 10ml per wk) | **Hazards** (Health, Flammability, Reactivity, applicable exposure) | **Controls used** (substitution, fume hood, biosafety cabinet, etc.) |
| **Chemical Agents (list of reproductive toxins)** | | | | | |
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|  |  |  |  |  |  |
| **Biological Agents (and risk group):** | | | | | |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |

Other physical hazards (working at heights, heavy lifting, extended periods of sitting or standing, extremes of temperature, etc.):

Do any of these materials pose a risk while breastfeeding? <https://www.cdc.gov/niosh/topics/repro/breastfeeding.html>

**Declared Pregnant Woman: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_**

### Faculty/Supervisor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_

#### REPRODUCTIVE HEALTH - PROCEDURE

**H: Reproductive Health Program Policy/Procedure –** Information from UH of working with **materials** that are considered to be reproductive health hazards (not geared specifically towards pregnant workers, but useful) <http://www.uh.edu/ehs/manuals_and_forms/manuals_rep_health_rev031505.pdf>

Training - Provide information to all workers about the potential for reproductive health hazards including the

* Material Data Safety Sheet supplied by the chemical manufacturer.
* Specific training provided through Hazard Communication training [in our General Lab Safety Training],
* the Individual Laboratory Safety Program, and the Radiation Safety Course(s) if applicable.

Reproductive Health Hazards Minimization Steps

* Engineering Controls
* Administration controls and safe practices
* Personal Protective Equipment

Work Environment Exposure Evaluation

* Laboratory Safety Program efforts
* Specific requests

Recordkeeping

* Chemical and physical agents inventory
* Evaluation results
* Medical records

INFORMATION

* There is limited knowledge about the reproductive effects of most chemicals. There is almost no human data and very little animal data available regarding the reproductive effects of chemicals and physical agents. This makes the task of assessing the reproductive health hazard potential of these agents difficult. It is also important to distinguish between the ability of a chemical or physical agent to cause reproductive effects and the real hazard in the workplace.
* Hazard is a function of the toxicity of the material and the dose resulting in the work environment. Exposure is dependent upon the concentration level of the material in the environment and the duration of exposure to the material by the worker. Any material, even one with a high toxicity, that is effectively controlled in the workplace so there is little exposure, presents a low hazard potential. Therefore, the use of engineering controls, administrative controls and safe work practices, and personal protective equipment can all be used to prevent exposure and minimize the hazard.
* In the United States, decisions regarding the reproductive health hazards of employees must be made in accordance with the U. S. Supreme Court decision in the Johnson Controls case. This decision prohibits management from reassigning employees to remove them from an exposed environment. That decision must be left to the employee after they have been provided sufficient information to make an informed decision.

DEFINITIONS

* Agent - Substance that produces an effect.
* Embryotoxin - Agent that causes a toxic effect on an embryo by exposure of the pregnant female during the period of tissue differentiation and/or organogenesis.
* Fetotoxin - Agent that causes a degenerative effect on already formed fetal tissues and organs.
* Mutagen - A substance that induces mutation in a genetic material.
* Reproductive Health Hazard – A chemical, physical or biological agent that causes reproductive impairment in adults or developmental impairment or death in the embryo/fetus or child.
* Reproductive Toxin - An agent that interferes with reproductive or procreative functioning of the adult from puberty through adulthood.
* Teratogen - an agent that interferes with embryonic or fetal development or causes physical defects in offspring.

**Useful Information from the UC Davis Animal Care Reproductive Hazards Page:** <http://safetyservices.ucdavis.edu/article/reproductive-hazards-working-animal-care-environment>

**How To Be Protected From Reproductive Hazards:**

* Store chemicals in sealed containers when they are not in use.
* Wash hands before eating, drinking, or smoking.
* Avoid skin contact with chemicals.
* If chemicals contact the skin, follow directions for washing provided in the Material Safety Data sheets.
* Become familiar with any potential reproductive hazards used in your workplace.
* To prevent home contamination:
  1. change out of contaminated clothing and wash with soap and water before going home;
  2. store street clothes in a separate area of the workplace to prevent contamination;
  3. wash work clothing separately from other laundry (at work if possible); and
  4. avoid bringing contaminated clothing or other objects home.
* Participate in all safety and health education, training, and monitoring programs offered by your employer.
* Learn about proper work practices, engineering controls, and personal protective equipment (i.e., gloves, respirators, and personal protective clothing) that can be used to reduce exposures to hazardous substances.
* Follow the safety and health work practices and procedures implemented by your employer to prevent exposures to reproductive hazards in the workplace.
* Seek medical attention promptly. If you are injured or have an on-the-job exposure promptly report the accident to your supervisor, even if it seems relatively minor.  If you have any concerns about your exposures at work you can contact Environmental Health and Safety or Occupational Health Services.
* Tell your physician about the type of work you do. If you are planning a family, tell your physician about the type of work you do, and about the potential hazards in your workplace.

**Information from the CDC on Reproductive Hazards:** <https://www.cdc.gov/niosh/topics/repro/employers.html>

### Reproductive hazards matter all the time, for both men and women

* Men’s sexual function, sperm, or semen can be affected by some workplace hazards. Some chemicals can concentrate in semen.
* Women’s fertility and menstrual function can be affected by some workplace hazards. When a pregnant or breastfeeding worker is exposed to hazards, her baby might be exposed too.
* Both men and women can carry chemicals home on the skin, hair, clothes, and shoes. Some of these chemicals can harm the health of children, pregnant or breastfeeding women, and other people in their households.
* When a pregnant or breastfeeding worker is exposed to hazards, her baby might be exposed too.
* Many chemicals in the workplace have not been tested to see if they can cause reproductive problems.
* Laws for workplace safety and health do not always protect men’s and women’s reproductive health and the health of their families.

### Pregnant and breastfeeding workers

Although most employees are able to safely perform their jobs throughout pregnancy, pregnancy can sometimes affect worker safety. Current occupational exposure limits were set based on studies performed in non-pregnant adults, so they might not protect a pregnant woman or her unborn baby. For example:

* Pregnant women absorb some chemicals faster than non-pregnant women, such as some metals.
* As her body changes, a pregnant worker may find that personal protective equipment (like lab coats or some types of respirators) no longer fits correctly.
* Changes in a pregnant worker’s immune system, lung capacity, and even ligaments can alter her risk for injury or illness due to some workplace hazards.
* Some chemical exposures might be riskier for an unborn baby than its mother, due to its rapid development and smaller relative size. For most chemicals, we don’t have good information on what levels of exposure might harm an unborn baby.
* If an employee is breastfeeding, think about what exposures can get into her breast milk. Encourage your employee to talk to her doctor about her workplace exposures. Keep in mind that hazards can be different for breastfeeding women and pregnant women.

**CDC Information on Breastfeeding and Chemical Exposures:** <https://www.cdc.gov/niosh/topics/repro/breastfeeding.html>

### Some types of chemicals can get into breast milk

Not all chemicals can get into breast milk, and not all chemicals will harm your baby. Here are a few chemicals that can get into breast milk that could harm the baby:

* Lead, mercury, and other heavy metals. Lead in breast milk at very small amounts can harm a baby’s brain.
* Organic solvents and volatile organic chemicals (such as dioxane, perchloroethylene, and bromochloroethane)
* Chemicals from smoke, fires, or tobacco
* Some radioactive chemicals used in hospitals for radiation therapy (such as Iodine-131)

If you work with any of these, it is important to talk to your doctor about breastfeeding.