

DOWNLOAD PDF PREGNANCY AND CHILDCARE ISSUES IN THE WORKPLACE

Chapter 1 : Holdings : Pregnancy & childcare issues in the workplace / | York University Libraries

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Taking Care of a Sick Person in Your Home All H1N1 guidance is interim and subject to review and revision as more is learned about this novel influenza virus. The key message for employers and employees in work settings where pregnant employees are likely to be exposed to H1N1 is to take every precaution to prevent infection. Recommended strategies to decrease the likelihood of employee exposure to H1N1 influenza virus include implementation of infection control strategies in the work place and work policies that support sick employees being away from the workplace. Implementation of employee education about influenza symptoms will support early self-recognition of possible illness and may help decrease overall exposure to the virus in the workplace. Pregnant employees can also take steps to prevent both exposure and illness. Vaccination is the single best way to prevent influenza illness. As soon as possible, all pregnant women should get both H1N1 and seasonal flu shots. In addition, everyday precautions such as hand washing and covering your mouth and nose when you cough or sneeze, and encouraging others to do so, are important ways to stay healthy and to not spread germs that cause illness. Finally, pregnant women who have signs or symptoms of influenza-like illness need to call their healthcare provider right away, because they may require prompt treatment with antiviral medications. Antiviral medications are used in some situations to prevent influenza infection after close contact with someone with a confirmed, probable, or suspected influenza infection. Pregnant women who believe that they may have had close contact with someone with influenza illness should call their healthcare provider for advice. More information about post-exposure antiviral medication use is available.

Schools and Child Care Workers Pregnant women who work in school and child care settings, such as teachers and child care professionals, should follow guidance for school and child care personnel and the general public. In these settings, ill individuals should be identified and promptly separated from healthy individuals. Pregnant women in school and child care settings should not provide care to children who have symptoms of influenza-like illness. In addition they should be familiar with recommendations for infection control in their workplace settings. Guidance for Child Care and Early Childhood Programs Pregnant Healthcare Personnel Healthcare personnel are defined as all persons whose activities involve contact with patients or contaminated material in a healthcare, home healthcare, or clinical laboratory setting, including students, trainees and volunteers. Healthcare personnel are engaged in a range of occupations, many of which include patient contact even though they do not involve direct provision of patient care, such as dietary and housekeeping services. Pregnant healthcare personnel treating patients with suspected or known H1N1 infection should follow facility infection control policies. This guidance applies uniquely to the special circumstances of the influenza season and will be updated as necessary as new information becomes available throughout the course of this influenza season. All healthcare personnel, including pregnant women, who will likely be in direct contact with patients with confirmed or suspected H1N1 flu e. Soap and water or alcohol-based hand rubs should be used. Standard precautions also state that for any activity that might generate splashes of respiratory secretions, gowns along with eye protection should be worn. In addition to standard precautions healthcare workers should wear a fit-tested, disposable N95 respirator when within 6 feet of the patient. No special precautions are needed for pregnant doctors and nurses to administer the nasal spray vaccine. All healthcare personnel should wash their hands or use an alcohol-based hand rub before and after giving the vaccine. Facilities and organizations providing healthcare services should consider offering alternative work environments as an accommodation for pregnant personnel and those at high-risk for complications during periods of increased influenza activity or if influenza severity increases.

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Chapter 2 : CDC - Pregnancy, During Pregnancy

Pregnancy and employment: the complete handbook on discrimination, maternity leave, and health and safety. KF P74 Report of the Committee on Equal Pay for Work of Equal Value,

There are a range of entitlements available for pregnant employees. Sick leave Employees who are pregnant still get their ordinary sick leave entitlements. Pregnancy is not considered an illness or injury, however if a woman experiences a pregnancy-related illness or injury, sick leave can be taken. Special maternity leave A pregnant employee who is eligible for unpaid parental leave can take unpaid special maternity leave if: If an employee takes special maternity leave because of a pregnancy-related illness, the leave will end when the pregnancy or illness ends, whichever is earlier. If she takes leave because of a miscarriage, termination or still birth it can continue until she is fit for work. Notice and medical certificates An employee will need to tell her employer as soon as possible which can be after the leave has started that she is taking special maternity leave. She will also need to tell them how long she expects to be on leave. The employer can ask for evidence and can request a medical certificate. An employee who moves to a safe job will still get the same pay rate, hours of work and other entitlements that she got in her usual job. She and her employer can agree on different working hours. The employee will need to give her employer evidence that: The employer can ask for this to be a medical certificate. When no safe job is available If there is no safe job available the employee can take no safe job leave. If the employee is entitled to unpaid parental leave, no safe job leave is paid. For a full-time or part-time employee, no safe job leave is paid at the base rate of pay for ordinary hours of work. Directing employees to take parental leave If a pregnant employee wants to work in the 6 weeks before her due date her employer can ask for a medical certificate within 7 days that states: Discriminating against a pregnant employee Melissa is a full-time employee and works in a clothing store. She tells her boss Peter that she is pregnant. A few weeks later her hours are reduced and she is told that she is now a part-time employee. Even though Peter thinks he is helping Melissa this is still discrimination. He is treating her differently to his other employees because she is pregnant.

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Chapter 3 : Pregnancy care: MedlinePlus Medical Encyclopedia

Pregnancy, Parenting & the Workplace No pregnant woman should have to choose between her health and her family's economic security "but that's exactly the choice some are forced to make. Pregnant women deserve fair treatment on the job.

We must keep in mind that susceptibility to hazards can be different for men and women. Additionally, women face different workplace health challenges than men partly because men and women tend to have different kinds of jobs. Women generally have more work-related cases of carpal tunnel syndrome, tendonitis, respiratory diseases, infectious diseases, and anxiety and stress disorders. Social, economic, and cultural factors also put women at risk for injury and illness. While workplace exposures can affect both male and female reproduction, issues related to reproduction and pregnancy are of particular concern to women. Over half the children born in the United States are born to working mothers. When a woman is pregnant, her exposures at work can affect her developing baby. Low levels of exposure to chemicals and other substances that may not be harmful to the mother could be harmful for her baby. NIOSH is working to address this question and has proposed clinical guidelines with provisional recommended weight limits. NIOSH expects that most pregnant workers with uncomplicated pregnancies would be able to perform lifts at those limits without increased risk of adverse maternal and fetal health consequences [ii]. The proposed guidelines should be useful to occupational health practitioners in the evaluation and redesign of lifting tasks and to clinicians in advising patients about manual lifting restrictions at work. The infographic below summarizes the guidelines. Click the image below for a full-size version. Click for a full-size image

Ergonomics Women generally have more work-related cases of musculoskeletal disorders illnesses or injuries of the muscles, nerves, tendons, joints, cartilage, arms, legs, neck, or lower back than men. More research is needed to understand why but the higher rate of these disorders among women could be related to job differences or physical differences between men and women. NIOSH is working to find causes of workplace stress and possible ways to prevent it. Balancing work and family tasks can put additional stress on women, who in many families still take primary responsibility for childcare and eldercare. In , over 70 percent of mothers with children under 18 years of age were in the labor force. When family and work demands collide, the resulting stress can lead to the physical and mental health problems described above. Additionally, women are more likely than men to do contingent, part-time, temporary, or contract work. Compared to workers in traditional job arrangements, contingent workers have lower incomes and fewer benefits. Women who work in insecure jobs may fear that bringing up a safety issue could result in job loss or more difficult work situations. They may also be less likely to report a work-related injury.

Cancer In the U. Workplace exposures to hazardous substances may play a role in the development of these types of cancer. NIOSH is studying several hazardous substances to determine whether there is a link to cancers that affect women.

Violence Compared to men, women have a much lower rate of job-related deaths.

Personal Protective Equipment Women may face health and safety risks because personal protective equipment and clothing are often designed for average-sized men. The protective function of respirators, work gloves, work boots, and other protective equipment may be reduced when they do not fit properly.

Industry-specific Information Women are present in all aspects of working America. Click on the industry below to read more about the hazards facing women in these industries.

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Chapter 4 : Policy on Pregnancy & Human Rights in the Workplace - Page 1 | Canadian Human Rights Co

Pregnancy discrimination may include denial of time off or reasonable accommodations for pregnant employees, firing or demoting a pregnant employee, forced time off or restrictions on work, and any other negative employment action taken because of an employee's pregnancy or related medical condition.

Pregnancy discrimination in the workplace First published: Wednesday 23 October 8: As lawyer Aleecia Murray writes, this discrimination is insidious and often carefully concealed. She describes why it is still happening, and how employers are getting away with it. There are many laws designed to protect women from discrimination during pregnancy, maternity leave and in attending to their family responsibilities. However, in reality these laws are too often pushed beyond their intended boundaries, rendering them useless as effective tools for the women they were designed to protect. As an employer in my own legal business, I appreciate the limited resources of small business. My work as a lawyer gives me privileged access to discussions with executives or professional people and their views and practices in business. These powerful folks often speak of their sympathy for women, but justify their actions based on an economic rationale. In my experience, these issues of sex discrimination are not about men not supporting women in the workplace. Women can be as guilty as being the authors or sponsors of discriminatory conduct. Aleecia Murray, discrimination lawyer It would take many words to explain the myriad laws and their interpretation and application by courts concerning the legal protections designed to protect pregnant women. Suffice to say, the Commonwealth has made considerable effort to recognise the importance of protecting and promoting our individual economic and social prosperity through anti-discrimination laws. These laws acknowledge the fundamental importance of women bearing children while participating as workers in the economy. Times have radically changed. For example, home ownership is impossible for many families without two incomes. This could sound dramatic, but the reproduction of our species is not a matter to take lightly. We should encourage and support working women while they are rearing children including the highly educated women in senior roles who experience significant discrimination in advancing their careers. No disrespect is intended to mothers who have the opportunity of choosing not to participate in paid employment. So, how do employers get away with discriminating at the expense of pregnant women? There are a variety of fashionable methods. Registration bodies or professional membership associations may also enforce conditions that make it difficult for pregnant women. For example, they may not recognise having a baby as a justification for reducing membership fees or reducing compulsory professional development hours. As a result, unlawful discrimination is hidden, insidious, and often intentionally carefully concealed. Why does discrimination happen? These attitudes and assumptions are often played out at the expense of the pregnant employee. In my experience, these issues of, speaking broadly, sex discrimination, are not about men not supporting women in the workplace. Women can be as guilty as being the authors or sponsors of discriminatory conduct against women in the workplace. Within this gloomy reality, there is some progress being made. The Commonwealth Attorney-General is financially funding current cases, where I act for employees who allege sex discrimination by their former employer. Women and their families during this time of their lives are seldom in a position to challenge their employer in a court of law. Most victims give up pursuing their legal rights well before they get their claim into court, deterred by the common threats of bankruptcy if they pursue their case. And, of course, the reality for many new mothers is that they are experiencing radical changes in their personal life, and are prioritising giving hour care to their new baby. Download Tuesday 22 October Listen to the Life Matters discussion on how pregnancy discrimination is having a real impact on women and their future careers. This [series episode segment] has image, Regrettably, in my legal experience, pregnancy and sex discrimination is all too common. There is one radical alternative to these problemsâ€”to acknowledge that we are setting women up for failure by stopping the mantra that women can have both career and motherhood. The law is such that it can decide whether discrimination exists by comparing an employee on maternity leave to an employee on extended

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leave. If the woman on maternity leave is determined to have been treated no less favourably than an employee on annual leave, then there is no discrimination. These comparisons only short-change us all in recognising the social and economic dynamics of pregnancy and sex discrimination. Aleecia Murray is a principal lawyer specialising in pregnancy discrimination cases with AM Legal.

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Chapter 5 : Pregnancy and maternity discrimination at work - Citizens Advice

After never having any issues with my first 2 pregnancies in the workplace, I was horrified to find this does exist, when becoming pregnant with my third child.

Pregnancy is an exciting time, but it can also be stressful. Knowing that you are doing all you can to stay healthy during pregnancy and give your baby a healthy start in life will help you to have peace of mind.

Preventing Problems Premature Birth: Important growth and development occur throughout pregnancy all the way through the final months and weeks. Babies born three or more weeks earlier than their due date have greater risk of serious disability or even death. Learn the warning signs and how to prevent a premature birth. Folic acid is a B vitamin that can help prevent major birth defects. Take a vitamin with micrograms mcg of folic acid every day, before and during pregnancy. Smoking during pregnancy is the single most preventable cause of illness and death among mothers and infants. Learn more about the dangers of smoking and find help to quit. When you drink alcohol, so does your developing baby. There is no known safe amount of alcohol to drink while pregnant. Vaccines help protect you and your baby against serious diseases. CDC recommends you get a whooping cough and flu vaccine during each pregnancy to help protect yourself and your developing baby. Talk to your ob-gyn or midwife about including vaccines as part of a healthy pregnancy. Learn how to help prevent infections that could harm your developing baby. If you are pregnant or are thinking about becoming pregnant, get a test for HIV as soon as possible and encourage your partner to get tested as well. If you have HIV and you are pregnant, there is a lot you can do to keep yourself healthy and not give HIV to your baby. Take steps to reduce your risk for West Nile virus and other mosquito-borne infections. Poor control of diabetes during pregnancy increases the chance for birth defects and other problems for your baby. It can cause serious complications for you, too. Existing high blood pressure can increase your risk of problems during pregnancy. Taking certain medications during pregnancy might cause serious birth defects for your baby. Talk to your doctor or pharmacist about any medications you are taking. These include prescription and over-the-counter medications and dietary or herbal supplements. Depression is common and treatable. If you think you have depression, seek treatment from your health care provider as soon as possible.

Environmental and Workplace Exposures: Some workplace hazards can affect the health of your developing baby. Learn how to prevent certain workplace hazards. Learn about specific chemicals. **Developing Babies Exposed to Radiation:** If you think you might have been exposed to radiation, talk with your doctor. Understanding genetic factors and genetic disorders is important for learning more about preventing birth defects, developmental disabilities, and other unique conditions in children. Family members share their genes and their environment, lifestyles, and habits. A family history can help identify possible disease risks for you and your baby. Your doctor might suggest that you see a genetic counselor if you have a family history of a genetic condition or have had several miscarriages or infant deaths. Bleeding and clotting disorders can cause serious problems during pregnancy, including miscarriage. If you have a bleeding or clotting disorder, talk with your doctor. A natural disaster like a hurricane or tornado is devastating for anyone affected, but pregnant women often have special concerns. Learn more about infections, medications, vaccinations, and toxins that might be related to natural disasters. If you are planning a trip within the country or internationally, talk to your doctor first. Travel might cause problems during pregnancy. Also, find out about the quality of medical care at your destination and during transit. Violence can lead to injury and death among women in any stage of life, including during pregnancy. Learn more about violence against women, and find out where to get help. You and your baby gain many benefits from breastfeeding. Breast milk is easy to digest and has antibodies that can protect your baby from bacterial and viral infections. Jaundice can sometimes lead to brain damage in newborns. Before leaving the hospital, ask your doctor or nurse about a jaundice bilirubin test. SIDS is the sudden death of an infant younger than 1 year of age that cannot be explained. Learn how to help your baby stay safe. Motor vehicle crashes are the leading cause of death among children in the United States. But many

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of these deaths can be prevented. Placing your baby in age- and size-appropriate restraint system lowers the risk of serious and fatal injuries by more than half. [Top of Page](#) [Related Pages](#).

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Chapter 6 : Pregnancy Discrimination - Workplace Fairness

Pregnancy Discrimination & Work Situations The Pregnancy Discrimination Act (PDA) forbids discrimination based on pregnancy when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, such as leave and health insurance, and any other term or condition of employment.

More Information About Pregnancy Discrimination 1. What is pregnancy discrimination? Pregnancy discrimination involves treating women applicants or employees unfavorably on the basis of pregnancy, childbirth, or related conditions. Pregnancy discrimination can include all of the following actions by an employer: Under the law, a pregnancy-related condition may be considered a temporary disability, this may include severe morning sickness, doctor-ordered bed rest, childbirth, recovery from childbirth, and any other medical conditions. Your employer must therefore give pregnant employees the same treatment and benefits that it gives to employees with other temporary disabilities. These are some examples of potentially illegal pregnancy discrimination: During an interview, a job placement agency asks an applicant how many children she has and if she is planning to get pregnant again. The applicant says she is four months pregnant. The agency tells her to come back after she has her child and is ready to work. A female employee tells her boss at work that she is pregnant. Her boss fires her after learning the news, even though she is still able to work for several more months. A pregnant worker at a fast food restaurant asks her boss if she can stop lifting heavy boxes during her pregnancy. The boss says no, even though another employee did not have to lift boxes at work while recovering from surgery. The pregnant worker is forced to quit her job. A pregnant worker needs to take time off to visit her doctor for prenatal care. She is docked and eventually disciplined for missing time from work, even though other workers who need ongoing medical treatment are not docked nor disciplined. Which federal laws cover pregnancy discrimination? Title VII covers many forms of discrimination you may encounter because of your sex in decisions about hiring, firing, work assignments, work conditions, promotions, benefits, training, retirement policies and wages. The PDA was enacted in by Congress to clarify that discrimination based on pregnancy, child birth, or related medical conditions is a form of sex discrimination prohibited by Title VII of the Civil Rights Act of This act is only an extension of Title VII. PDA requires that pregnant employees be treated the same as non-pregnant employees who are similar in their ability or inability to work. The FMLA guarantees an employee, male or female, who has been working at least a year for a company with 50 or more employees the right to 12 weeks of unpaid, job-protected leave to recover from a serious medical condition -- including pregnancy -- or to care for a newborn, a newly adopted child, or a seriously ill child, parent or spouse. Under the FMLA, you have the right to take this 12 week unpaid leave every year, and to have your health benefits maintained during your leave. The FMLA also guarantees that at the end of the leave you will be given the same job you left or another job equivalent in pay, benefits and other terms and conditions. The ADA protects individuals from employment discrimination on the basis of disability. While pregnancy itself is not a disability, pregnant workers and job applicants are not excluded from the protections of the ADA. Recent changes to the definition of disability make it much easier for pregnant workers with pregnancy-related impairments to demonstrate that they have disabilities for which they may be entitled to a reasonable accommodation under the ADA. The protection provided by these laws may depend on on whether an employee qualifies for protection under each law and whether leave is involved. Some state laws also make it illegal to discriminate on the basis of pregnancy, and may have different requirements than Title VII or the FMLA for awarding pregnancy leave.

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Chapter 7 : Working during pregnancy: Do's and don'ts - Mayo Clinic

Work-life balance, workplace culture and maternity/childcare issues - A literature review PAGE 7 Impacts on those facing a crisis pregnancy 52 Legislative context - international and national

As law enforcement agencies increase their numbers of women employees, they are bound to face this issue. The guide includes contact information and model policies. The following excerpts are taken from the guide: Providing employees with clear policies is the first step in addressing the needs of pregnant employees. While the passage of the Family and Medical Leave Act FMLA established federal minimum leave requirements for private, state, and local government employees, it does not cover the full range of issues that women in law enforcement face when they become pregnant. There is a tendency for departments to rely too heavily on the FMLA, neglecting to provide women with the specific policies and information on such important issues as notification procedures, availability of light duty assignments, paid and unpaid leave benefits, range qualification for pregnant employees, maternity uniforms, and other issues. One of the biggest complaints from pregnant female sworn officers is that when they notify their department that they are pregnant, they are removed from their position. There are sometimes no efforts to find light duty positions for pregnant women. Legal Issues Discrimination on the basis of pregnancy, childbirth, or a related medical condition is discrimination on the basis of sex. Women affected by pregnancy, childbirth, or related medical conditions should be treated the same for all employment-related purposes, including receipt of benefits, as other persons not so affected but similar in their ability or inability to work. For example, pregnant women should be treated the same as a man who breaks his leg in an off-duty accident. Employers are prohibited from forcing a pregnant employee to take disability leave as long as the employee is still physically fit to work. The FMLA provides agencies with a starting point for developing leave policies. This law contains provisions on such issues as employer coverage, employee eligibility, entitlement to leave, maintenance of health benefits during leave, job restoration after leave, notice and certification of the need for FMLA leave, and protection for employees who request or take FMLA leave. The FMLA provides minimum guarantees. It does not take away other benefits provided through employer policy or collective bargaining agreements. Moreover, many state laws provide greater protections for pregnant and parenting employees than the federal FMLA. Thus, if contract or state law already requires the department to provide more family and medical leave than the FMLA mandates, the FMLA does not reduce that requirement. Agencies must comply with whichever provisions are most generous to the employee. Similarly, the Pregnancy Discrimination Act PDA requires that pregnant women and women disabled by childbirth or related medical conditions be treated at least as well as employees who are not pregnant but who are similar in their ability or inability to work. The PDA does not prohibit the provision of additional benefits to pregnant employees. In this landmark sex discrimination case, the Supreme Court ruled that employers were prohibited from adopting fetal-protection policies that exclude women of child-bearing age from certain hazardous jobs. This decision as well as others has established that employers are prohibited from forcing a pregnant employee to take disability leave as long as the employee is still physically fit to work. Comprehensive Policies The most important first step a department can take is to develop a comprehensive policy regarding pregnancy and childcare issues. An agency policy should cover the following areas: Under the FMLA, eligible employees may take 12 weeks of unpaid leave for the birth or adoption of a child. If an employee elects to use accumulated paid leave benefits such as sick leave, vacation or compensation time, departments should not count this time toward the 12 weeks of leave, although the FMLA allows them to do so. Conversely, departments should not require that an employee exhaust all sick, vacation, holiday, and personal leave before they can apply for unpaid leave. Many departments will want to consider allowing longer periods of pregnancy and child care leave and should make every effort to permit the maximum amount of child care leave. The availability of such leave may well be a factor in recruiting and retaining qualified women. The department should structure such leave so that the taking of leave does not

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hinder performance ratings or opportunities for advancement. To the extent leave is available for childcare purposes, it should be available to men on the same basis. One of the most critical components of a pregnancy policy is inclusion of a light duty policy. Many pregnant women officers in law enforcement positions will want the option of moving to a light duty assignment at some point in their pregnancy. Without the option of a light duty assignment, many women may have to take unpaid leave, creating financial and emotional hardships that can be avoided. Light duty assignments may include a transfer to different duties or a modification in current duties. If the department provides light duty assignments for other employees who have non-service related temporary disabilities, then they are required by law to provide the same assignments for pregnant employees. However, a pregnant officer should not be forced into a light duty assignment against her will if she is physically able to safely perform her current assignment. The best light duty policies are flexible; have no time limit on how long a pregnant woman can be assigned to light duty; leave the decision as to when to commence a light duty assignment with the pregnant officer and her physician; and stipulate that officers on light duty will continue to receive normal promotion and pay increases while in that status, and that retirement benefits will not be affected. Both the exposure to lead poisoning and the noise from firing firearms may be harmful to the fetus. Because of this, many departments have eliminated range qualification for pregnant officers until they return to work, whereupon they are tested. For example, the New York State Police eliminated range qualification for pregnant employees; they are tested once they return from maternity leave. Other departments such as the Portland Police Bureau are opting to create safeguards that allow women to continue to fulfill their weapons qualification while pregnant. Safeguards may include substituting live fire shooting for dry fire capability; providing lead-free ammunition; providing sound silencers for the pistols; using firearms simulation technology and removing the requirement that a pregnant woman test on the department shotgun. Many law enforcement agencies are utilizing firearms simulation technology that could be used for pregnant women. Departments should also provide lead-free ammunition for women who are breast-feeding. Providing pregnant employees who wear uniforms on a day-to-day basis with maternity uniforms is critical to making pregnant women feel valued by their department. Providing uniforms for pregnant employees sends a strong message to those inside and outside the department that women law enforcement officers can be both mothers and criminal justice professionals. Some departments provide that pregnant officers transferred to light duty may wear civilian clothing. However, a department may elect to permit the wearing of a specially designed maternity uniform, if such a uniform is available. On this issue, the wishes of the employee should be given the utmost possible consideration. Disability Insurance and Paid Leave Benefits. Several states, including California, Hawaii, New Jersey, New York, and Rhode Island and Puerto Rico pay partial wages during time off from work for medical problems, including those of pregnancy. This law is termed "temporary disability insurance. In addition, some agencies also offer this type of insurance. Agencies should notify employees about what kinds of disability benefits are available and have a designated person assist the employee in determining how much time she can take in a full-pay status as well as in a reduced pay status. Law Enforcement Agencies with Good Policies and Practices Because law enforcement agencies usually have health insurance and disability insurance rules, there is no agency that we have found so far that has a specific pregnancy policy. If you know of one that does, please let us know! Agencies that seem to be supportive of their employees with pregnancy issues and who could be contacted for further information are: If you believe that you have experienced discrimination and intend to file a complaint, remember that there is a statute of limitations that may vary from state to state. Check with the U. Equal Employment Opportunity Commission office nearest you or check with your state Department of Labor for more information on how to file a formal complaint.

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Chapter 8 : Working when pregnant | nidirect

But as a civil legal aid lawyer whose job is to help pregnant women and parents assert their workplace rights, I can assure you that he is far from the only employer who feels this way.

You might be entitled to paid time off for antenatal care. You are also protected against unfair treatment by an employer. You should also tell them when you want to start your Statutory Maternity Leave and Pay. This is important if there are any health and safety issues. You cannot take paid time off for antenatal appointments until you have told your employer you are pregnant. Time off for antenatal care All pregnant employees are entitled to reasonable time off work for antenatal care. Any time off must be paid at your normal rate of pay. It is unlawful for your employer to refuse to give you reasonable time off for antenatal care or to pay you at your normal rate of pay. Your employer can ask for evidence of antenatal appointments from the second appointment onwards. Antenatal care may include relaxation or parent craft classes as well as medical examinations, if recommended by your doctor. The time off is capped at six and a half hours for each appointment. There is no qualifying period for entitlement to this right. The right applies whether the child is conceived naturally or through donor insemination. It also extends to those who will become parents through a surrogacy arrangement if they expect to satisfy the conditions for, and plan to, apply for a Parental Order for the child born through that arrangement. Paternity rights in the workplace Having a child through IVF in vitro fertilisation It is unlawful sex discrimination for employers to treat a woman less favourably because she is undergoing IVF treatment or intends to become pregnant. You will be entitled to paid time off for antenatal care only after the fertilised embryo has been implanted. Sex discrimination and equal pay Health and safety for pregnant employees Some workplace hazards can affect pregnancy at a very early stage or even before conception. Your employer, as part of their normal risk assessment must consider if any work is likely to present a particular risk to women of child bearing age. You should tell your employer that you are pregnant as early as possible so that they can identify if any further actions are needed. Your employer should involve you in the process and continue to review the assessment as your pregnancy progresses to see if any adjustments are necessary. These risks might be caused by: If neither of these is possible, your employer should suspend you from work on full pay. You can also go directly to your employer to explain your concerns. If your employer still refuses to take action, you should talk to your doctor or call the Health and Safety Executive NI , who provide a helpline. For example, this includes: If they do, they will be in breach of contract.

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Chapter 9 : Pregnancy and baby guide - NHS

The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.

Sign up now Working during pregnancy: Know how to battle symptoms and stay healthy while getting the job done. By Mayo Clinic Staff Most women can continue working during pregnancy. Being pregnant, however, might present challenges at the workplace. To stay healthy and productive on the job, understand how to alleviate common pregnancy discomforts and know when a work task might jeopardize your pregnancy. To ease nausea at work: That double latte you craved every morning before pregnancy or the smell of foods reheated in the break room microwave might now make your stomach flip-flop. Steer clear of anything that triggers nausea. Crackers and other bland foods can be lifesavers when you feel nauseated. Keep a stash at work for easy snacking. Ginger ale or ginger tea might help, too. Handling fatigue You might feel tired as your body works overtime to support your pregnancy and resting during the workday can be tough. It might help to: Eat foods rich in iron and protein. Fatigue can be a symptom of iron deficiency anemia, but adjusting your diet can help. Choose foods such as red meat, poultry, seafood, leafy green vegetables, iron-fortified whole-grain cereal and beans. Take short, frequent breaks. Getting up and moving around for a few minutes can reinvigorate you. Spending a few minutes with the lights off, your eyes closed and your feet up also can help you recharge. Drink plenty of fluids. Keep a water bottle at your desk or in your work area and sip throughout the day. Cut back on activities. Scaling back can help you get more rest when your workday ends. Consider doing your shopping online or hiring someone to clean the house or take care of the yard. Keep up your fitness routine. Although exercise might be the last thing on your mind at the end of a long day, physical activity can help boost your energy level especially if you sit at a desk all day. Go to bed early. Aim for at least eight hours of sleep every night. Resting on your left side will maximize blood flow to your baby and ease swelling. For added comfort, place pillows between your legs and under your belly. Staying comfortable Proper lifting during pregnancy As your pregnancy progresses, everyday activities such as sitting and standing can become uncomfortable. Remember those short, frequent breaks to combat fatigue? Moving around every few hours also can ease muscle tension and help prevent fluid buildup in your legs and feet. Try these other strategies, too: Using an adjustable chair with good lower back support can make long hours of sitting much easier especially as your weight and posture change. Elevate your legs to decrease swelling. If you must stand for long periods of time, put one of your feet up on a footrest, low stool or box. Switch feet every so often and take frequent breaks. Wear comfortable shoes with good arch support. Consider wearing support or compression hose, too. Bend at your knees, not your waist. Keep the load close to your body, lifting with your legs not your back. Avoid twisting your body while lifting. Keeping stress under control Stress on the job can sap the energy you need to care for yourself and your baby. To minimize workplace stress: Make daily to-do lists and prioritize your tasks. Consider what you can delegate to someone else or eliminate. Share frustrations with a supportive co-worker, friend or loved one. Practice relaxation techniques, such as breathing slowly or imagining yourself in a calm place. Together you can decide if you need to take special precautions or modify your work duties during your pregnancy.