

	<p style="text-align: center;">BRIDGEPORT POLICE DEPARTMENT</p> <p style="text-align: center;">POLICY AND PROCEDURE GENERAL ORDER</p>	Distribution	General Order Number
		ALL PERSONNEL	8.05
		Original Issue Date	Reissue/Effective Date
		2/18/20	4/11/20
Order Title: PREGNANCY		Accreditation Standard: POSTC: 1.8.2a	Section 8
		Section Title PERSONNEL	
Rescinds:		Armando J. Perez, Chief of Police	

This General Order is for departmental use only and does not apply in any criminal or civil proceeding. This General Order should not be construed as creation of a higher legal standard of safety or care in an evidentiary sense with respect to third party claims. Violations of this General Order will only form the basis for departmental administrative sanctions. Violations of law will form the basis for civil and criminal sanctions in a recognized judicial setting

I. PURPOSE

The purpose of this policy is to provide options that will allow a Bridgeport Police Department officer to continue to work in a full-time capacity and performing full-duty assignments, in combination with alternative duty assignments, for as long as reasonably possible during a pregnancy.

II. POLICY

This policy seeks to establish a reasonable balance between a woman’s right to work in a discrimination free environment and protect the property interest she has in her job, while guarding against the risks inherent in the performance of her duties during pregnancy.

This department recognizes that its diverse workforce is a valuable asset and that trained and experienced female police officers are a critical resource. Pregnancy is a temporary physical condition, unique to women, which may or may not affect an employee’s ability to perform many of the usual duties of her job classification. This policy establishes procedures to modify full duty assignments and, when needed, provide temporary, alternative duty assignments to eligible pregnant law enforcement officers when they are unable to safely perform all of the essential functions of their normal assignments.

III. DEFINITIONS

Maternity Duty: “Maternity Duty” may consist of but is not limited to the following: (a) non-hazardous assignments; (b) writing police reports; (c) operating a police radio; and (d) clerical functions.

IV. PROCEDURE

A. General Guidelines

1. This policy applies to all female law enforcement officers who have successfully met entry-level probation requirements.
2. This policy is not intended to interfere with or diminish any rights or privileges to which an employee may be entitled under federal, state, or local law, or any other department policy or collective bargaining agreement.
3. If an employee is unable to work in any capacity due to medical complications, existing leave policies will apply.

B. Notification Procedures

1. For public safety and management planning purposes, an officer who becomes pregnant shall notify the Chief of Police or authorized designee of the pregnancy immediately upon confirmation and decision to continue the pregnancy. Written documentation must be provided by a medical practitioner, including an anticipated due date, if possible. The Chief of Police should keep this information confidential, to the extent permitted and/or required by law. However, this information may also be provided to department personnel as necessary to comply with this policy.

C. Maternity Duty

1. During a pregnancy, upon written recommendation of a physician, an employee will be reassigned to restricted duty. This assignment is referred to as "Maternity Duty," and is an alternative to the Full Duty.
2. Maternity Duty will not include work that involves the likelihood of encountering toxic chemicals, such as raids on clandestine drug labs or intensive traffic enforcement, or work that involves a high likelihood of suffering trauma.
3. Absent specific medical considerations, employees working Maternity Duty shall continue in a full-time working status. Consideration will be given to allowing for part-time assignments of employees whose medical condition may warrant such accommodation.
4. The need for uniform and equipment modifications during Maternity Duty will be considered and accommodations should be made to the extent

possible.

5. An officer working in a Maternity Duty status may retain possession of an department-issued firearm. The qualification modifications described in Section C.3 apply.
6. Maternity Duty assignments should avoid the following:
 - a. Alternating shift work;
 - b. Defensive tactics or defensive tactics training;
 - c. Firearms training, except simulated training;
 - d. Patrol duties;
 - e. Extensive exposure to automobile exhaust fumes such as may be experienced with intensive traffic control/toll plaza/tunnel duty;
 - f. Standing for more than 30 minute intervals;
 - g. Lifting of more than 25 pounds; and
 - h. Exposure to high concentrations of toxins, chemical or infectious agents or controlled dangerous substances.
 - i. As directed by a physician.
7. The Department will consider any specific restrictions identified by the employee's physician. Temporary reassignment of eligible pregnant members to Maternity Duty will be made consistent with the operational needs of the department.

D. Continuing Evaluation

1. Any evaluation made by the Department's medical advisor under this policy shall be limited to a review of the employee's medical records, which must be provided by the employee, and consultation with the employee and/or her physician. The Department's designated medical advisor will not routinely examine the employee for pregnancy-related matters. In rare instances where medical records supplied by the pregnant employee are deemed insufficient to make a determination as to assignment, the Department's medical advisor may recommend that the pregnant employee be examined by a board certified obstetrician-gynecologist.
2. Pregnant employees shall be permitted to work as long as they are able to perform their jobs, and will not be singled out for special procedures to determine their ability to work. If an employee becomes unable to perform the functions of her Maternity Duty assignment, the Department may require her to take leave, in compliance with the Family and Medical Leave Act and other applicable law. If an officer has been temporarily absent from work as a result of a pregnancy-related condition and then recovers, she shall not be required to remain on leave until the baby's birth.

3. The employee may elect to take leave if medically warranted and in conformance with applicable employer regulations and procedures. The pregnant employee shall be treated the same as any other employee voluntarily seeking leave and/or sick pay because of any other physical condition.

E. Return to Work After Maternity Leave

1. Employer's Responsibility: When an employee returns to duty after an extended absence of thirty (30) calendar days or more, the employee's commanding officer shall meet with the employee and conduct a reintegration interview. From that interview, a reorientation program shall be developed for the individual employee, if necessary, which takes into consideration the unique circumstances of the particular employee. For example, an officer returning from maternity leave may have been exempt from firearms qualification for approximately one year. In such cases, the officer's reintegration program should include firearms training/qualification prior to being assigned to the field.
2. Employee's Responsibility. When an employee who has been on an extended absence of thirty (30) calendar days or longer due to pregnancy plans to return to work, she shall:
 - a. Request to meet with her commanding officer immediately upon returning to work;
 - b. Provide medical documentation of medical fitness for duty, subject to review by the Department's medical advisor;
 - c. Assist her commanding officer in identifying her individual needs, which may or may not include accommodations needed for lactation, such as a private room, use of a refrigerator, and limiting exposure to toxic levels of heavy metals and other chemicals; and
 - d. Accomplish all reintegration tasks as directed by her commanding officer.