

Biology working environment policy for pregnant and nursing women



Objective:

Department of Biology (BIO) follows the [Danish Working Environment Authority \(AT\) manual A.1.8](#) updated October 2015 concerning the work of pregnant and nursing women, which describes a number of factors that are a risk to pregnancy/the child. Ask your safety representative for a copy of this manual.

It is the objective of BIO to be a place of work where a pregnant woman can work safely throughout the pregnancy until she starts her ordinary maternity leave and where nursing women may safely continue nursing when returning to work.

Policy:

To ensure a good and safe working environment for pregnant and nursing women the BIO policy involves:

- The project manager ensures that pregnant and nursing women have suitable working conditions. This also applies to women planning a pregnancy.
- Elaboration of a description of the project/project tasks of the group to which the pregnant or nursing woman is attached in order to find the working procedures allowing the pregnant or nursing woman to work, with or without reservations, throughout the pregnancy and nursing period.
- Possibly offering alternative work duties in due time, implying that the pregnant woman – in the interest of both herself and BIO – should notify the general safety manager or her health and safety representative of the pregnancy as soon as possible (preferably when planning the pregnancy).
- A pregnant or nursing employee must be willing to take on other work duties if she cannot undertake her normal duties.
- All employees must show consideration for pregnant and nursing women, possibly by switching well-suited work duties with the pregnant or nursing woman.

- All employees are obliged to assist a pregnant colleague so that she avoids heavy lifting or other physical work duties.
- When necessary, a physiotherapist may guide the pregnant employee to find the ergonomically best work practices.
- During the last 8 weeks before pregnancy due date the pregnant employee may have a short rest (half an hour) in the middle of the day.

BIO has many different work duties, preventing the elaboration of a list of duties not suitable for pregnant or nursing women.

The below are potential risks to **pregnant women**:

- heavy lifting combined with awkward working positions
- long-lasting standing and/or walking work
- ionizing radiation
- ultrasound

The below are potential risks to **pregnant and nursing women**:

- chemical substances
- isotopes