

SECTION	I.	General
Chapter	7.	Reproductive Health
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REPRODUCTIVE HEALTH

INTRODUCTION

PURPOSE

It is the goal of Duke University and Duke Medicine to provide an environment that does not adversely affect employees' reproductive health or the health of the developing fetus. Duke recognizes the joint responsibility of the employee and management for reproductive health protection and feels that education of the workforce is the cornerstone of an effective program.

RESPONSIBILITIES

Department Heads shall ensure that all employees with reproductive health concerns have the opportunity to receive consultations and/or workplace assessments as necessary.

The Occupational and Environmental Safety Office (OESO) shall provide hazard assessments of workplaces as requested by Employee Occupational Health and Wellness (EOHW).

Employee Occupational Health and Wellness (EOHW) shall provide medical consultation for any employee with reproductive health concerns.

PROCEDURES

Employees with concerns about how their workplace may affect their reproductive capacity, pregnancy, or the health of the fetus, should contact Employee Occupational Health and Wellness for a consultation. Prior to the consult, the employee will be asked to perform a self-audit of the workplace. The OESO will be available for advice during the self-audit process.

During the consultation, employees in work areas with reproductive hazards will be educated about the potential consequences of exposures. Employees who wish to alter their work situation to avoid a risk will be reviewed by EOHW to determine the necessity of work alteration. If deemed necessary, the employee may request a transfer or appropriate leave of

absence consistent with University policy.

Exposure to some agents within the environment may pose a hazard to the fetus while the same exposure would not represent a hazard to the employee. Therefore, employees may be restricted (by EOHW) from performing specific activities or from working in certain areas if it is determined that the employee may be exposed to conditions that would negatively affect reproductive health or the safety of the fetus. Any alterations in job situation will be consistent with existing University policy.

Reproductive risks related to radiation exposure are covered by the Reproductive Health Policy in the [Radiation Safety Manual](#).

Further guidance on reproductive hazards in the workplace is found in the [University Safety Manual Supplement on Reproductive Hazards](#).

REFERENCES

Public Law 91-589, *The Occupational Safety and Health Act of 1970*