
**Ocean City Fire Department
Standard Operating Guidelines**

General Policies

Subject: Pregnant Fire Department
Members
Revised: 4-24-2012
Effective: 9-01-2012
Approved: 4-24-2012
Section: 231.00

231.01 Purpose

- A. This procedure establishes guidelines relating to the safety of members of the Ocean City Fire Department who become pregnant, their fellow members, and the public.
- B. It is the policy of the Fire Department to provide equal employment opportunities to all members. At the same time, employment and assignment decisions will consider aspects of employment that may prove detrimental to the health, welfare, and safety of any member or the public.

231.02 Procedure

- A. The primary determination of duty assignments of pregnant members will be safety. The critical nature of emergency incidents makes it essential that each member be able to perform the full range of their position's duties. A pregnant member assigned to a line position can present a high risk for injury to self, other members, the public, and possibly the unborn child.
- B. Although it may be difficult to exactly determine the effects of various factors on the physical well being of the pregnant member, and the safety of co-workers and the public, it is reasonable to establish a time frame indicating when the member will either be assigned to an alternate duty position or take authorized leave. The determination as to when the member should be reassigned or go on leave will be based on medical advice and the member's present assignment.
- C. Upon being informed by a physician that the member is pregnant, the member must contact a Command Officer of the Fire Department and advise of their status. **AT ANY TIME, UPON REQUEST BY THE MEMBER, THE FIRE DEPARTMENT WILL IMMEDIATELY ASSIGN THEM TO ALTERNATE DUTY.**