



Toms River Township Fire Department Standard Operating Guidelines

Guideline 1-07: Pregnancy Policy

Issued:

Reviewed		Revised	
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Purpose: This guideline establishes and provides options for a fire fighter regarding her duties during the course of her pregnancy.

- A. A pregnant Firefighter shall have the following options regarding her duties during the course of her pregnancy:
 - 1. The firefighter shall be allowed to take a leave from her duties for the duration of her pregnancy or as allowed under the Family Medical Leave Act, or unless otherwise stipulated by the fire fighter’s physician. If the fire fighter takes this option, the fire fighter is not entitled to accumulate time with regard to the Length of Service Awards Program; or
 - 2. The fire fighter shall be allowed to limit her activity to “non-hazardous” duties during the course of her pregnancy and reasonable time thereafter as health conditions dictate. “Non-hazardous” duties are those duties that do not pose any risk to the pregnant fire fighter, including, but not limited to, training, public education, prevention, policy development and communication. “Non-hazardous” shall not include active participation in the fighting of fires or on-site inspections of fire scenes; or
 - 3. Continue fire fighting. If the fire fighter chooses to continue active fire fighting during the course of her pregnancy, she must provide the Fire District Administrator with a written report from her treating physician certifying that she is able to continue with the strenuous and hazardous duties of firefighting. This requirement shall be the same as that for other non-duty related disabilities. Said certification must be made following every exam of the fire fighter by the physician and shall be mailed directly to the Administrator with a copy going to the fire fighter. The Fire Commissioners retain the authority to transfer any pregnant fire fighter who does not supply said certification from her doctor to “non-hazardous” duty status.