



GUIDELINE FOR PREGNANT AND BREASTFEEDING WOMEN'S WORK IN LABORATORIES AT AU

At AU we consider an employee's pregnancy as a happy event and we have sharp focus on creating good and safe working conditions for both the pregnant woman and the child during and after pregnancy.

Hence this guideline affects the working environment both before, during and after pregnancy and the work environment should generally be adapted such that it protects employees against adverse reproductive effects.

Purpose

The purpose of this guideline is to clarify managers, employees and occupational health and safety groups roles and responsibilities according to planning daily work with due consideration for pregnant and breast-feeding women.

It is the intention that this pregnant guideline should contribute to the pregnant and breast-feeding woman being able to maintain as healthy and normal a work day as possible – without fearing for herself or the (unborn) child.

Management's responsibility

Management has a duty to organize the work in such a way that it can be carried out fully in terms of health and safety, this also includes the pregnant/breast-feeding woman.

It is necessary that management and employees jointly ensure that the work is plan appropriately for the pregnant/breast-feeding woman. However, it is also the pregnant/breast-feeding woman's responsibility to be aware of conditions that may pose a risk.

According to the legislation (*AT-vejledning A. 1.8-8. januar 2009, opdateret august 2023 – only in danish*) management is responsible for:

- assessing whether the employee is exposed to impacts that may pose a danger for the (unborn) child.
- ensuring that the impacts are removed or reduced to an absolutely minimum, so that the pregnant/breast-feeding woman can work safely and healthy.
at sørge for at påvirkningerne fjernes eller mindskes, således at den gravide/ammende kan arbejde sikkerheds- og sundhedsmæssigt forsvarligt
- assessing whether the pregnant/breast-feeding woman can be transferred to other work, if this is needed.

Collegial responsibility

It is expected that colleagues show understanding and consideration for the fact that a pregnant and breast-feeding woman may need time off, and that there are certain tasks that pregnant/breast-feeding woman cannot perform for a period of time.

In addition, colleagues must show consideration so that the pregnant and breast-feeding woman is not expose to hazardous chemicals, etc. This also applies to colleagues who are planning pregnancy.

The role of occupational health and safety group

Occupational health and safety groups (LAMU) at the individual Institutes and centers are responsible for assessing whether there is a need to draw up additional local guidelines for the



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working conditions of pregnant and breastfeeding employees. Likewise, the individual LAMU is expected to assess the need for supplementary local guidelines.

Planning the work

As soon as an employee announces her pregnancy, the immediate supervisor must invite the pregnant employee to a meeting about her working conditions. The employee should have the opportunity to invite the health and safety representative to the meeting.

At the meeting, the duties of the pregnant employee are reviewed to identify possible conditions that may constitute a risk for the pregnant woman, the unborn child or children who are breast-fed. These include physical/ergonomic factors, chemicals, radioactivity, laboratory animals and biological agents.

Based on this, work is organized so that the pregnant/breast-feeding woman is not exposed to unnecessary workload or risk, while at the same time taking into account the workload of the remaining employees. The supervisor is responsible for ensuring that the assessment and organization of work are written down.

"AU's checklist for pregnant and breast-feeding employees" can be used as a template for conversation about the employee's working conditions. The local occupational health and safety group (LAMU) is responsible for supplementing the checklist so that it fully covers the local working conditions.

If an employee is exposed to impacts that can affect the course of the pregnancy prior to conception or in the first months of pregnancy, the employee may request the above meeting even when planning her pregnancy. In the nature of the matter, it is the employee's own task to initiate a meeting with the immediate supervisor and plan the work, so that any risks are removed or reduced to a minimum. Similarly, mothers who return to work before breast-feeding is finished can request such a meeting.

If necessary, the immediate supervisor and/or occupational health and safety group should consult external advisers such as Arbejdsmedicinsk Klinik.

Returning from maternity/paternity leave

When an employee returns to their job after completing maternity/paternity leave, the immediate supervisor will invite the employee to a meeting about how to ensure a good start-up.

As a minimum, the meeting must include a balancing of expectations that takes into account the employee's own thoughts about resources and career plans and the manager's expectations of the employee in the start-up phase and going forward.

The meeting must also include an alignment of expectations in relation to any needs for special measures, e.g. if the employee continues breastfeeding, there must be made an assessment as mentioned above.

Approved by NAT FAMU, TECH FAMU and HEALTH FAMU September 2023.