

**Stillwater Fire District**  
**Stillwater, New York**

Fire District Policy and Procedure                      Policy Number:   1   of 2016

Policy Name:   Firefighter Maternity Policy  

Date Issued:   April 2016  

Effective:   April 2016  

Revised:   April 2016  

Review Date:   January 2017  

**I. PURPOSE**

A. The purpose of this policy is to provide guidance to female firefighters who are pregnant and are intended to protect the health of the mother and the unborn child from the potential health risks present in the course of duties during firefighting, hazardous materials and rescue operations. Such health risks may include but are not limited to, exposure to hazardous atmospheres, toxic materials, stress from physical exertion and environmental extremes.

**II. POLICY**

- A. All female firefighters shall be required to sign a copy of this policy, to indicate that they have read and comprehend the policy, in particular that fire suppression duties, hazardous material incidents and rescue activities may constitute serious health risks to both the mother and unborn child.
- B. Any female firefighter who becomes pregnant shall be provided this policy for review and shall obtain written documentation from her obstetric provider, stating that the obstetric provider understands the potential concerns and outlining what the pregnant firefighter may or may not do during the course of their pregnancy.
- C. Upon being informed by a firefighter of her pregnancy, the Chief or their designee shall review this policy and shall be responsible for obtaining and filing any medical documentation associated with the member's work limitations, if any.
  - a. Refusal to accept and sign this policy may result in the member's suspension from activity until being cleared by her obstetric provider to relieve any liability on the part of the fire district.
- D. All pregnant firefighters shall be offered temporary light duty activities consisting of non-hazardous duties in lieu of fire suppression, hazardous material and rescue duties, or any other activities which have the potential to place the health of the mother and child at risk.
- E. Any position being held by a pregnant firefighter with the fire company shall be held for her until her clearance and return to full duty. This provision shall not be construed to extend the term of office, appointment or position, or to modify the Length of Service Award Program as adopted by the Fire District or require the payment of compensation for services not provided or for duties not performed.

- F. No point credit for the LOSAP program is given when the total and temporary disability or partial and permanent disability relates to a non-line of duty cause such as pregnancy.
- G. After giving birth, female firefighters may return to duty on the advice and written documentation of her obstetric provider, noting any limitations or time periods for such limitations if any.

By Order of Board of Fire Commissioners – Stillwater Fire District

\_\_\_\_\_  
Chairman Board of Fire Commissioners

I have received, reviewed and will abide by this policy:

\_\_\_\_\_  
SIGNATURE OF REFERENCE FIRE FIGHTER

\_\_\_\_\_  
DATE