

PREGNANCY DECLARATION

Memorandum

Date:

To:

From:

Subject: Pregnancy Declaration

This is to inform you, as my supervisor, of my pregnancy or my intention to become pregnant. This form also provides me with information concerning the effects of radiation exposure to the unborn child. The signing of this document and release of this information are done solely in the interest of protecting my unborn child.

The reason for informing you of my intention to become pregnant is to prevent an unwanted, exposure from occurring before I become aware that I am pregnant.

I understand the possible effects of ionizing radiation exposure to the unborn child as stated in paragraphs A and B of this section. The following information comes from *Radiation Protection Guidance to Federal Agencies for Occupational Exposure Approval of Environmental Protection Agency Recommendations* Vol., 52 No. 17 Tuesday, January 27, 1987, and addresses the effects of radiation on children who were exposed while in the womb.

- A. Not only may the unborn be more sensitive than adults to the induction of malformations, cancer, and hereditary effects, but recent studies have drawn renewed attention to the risk of severe mental retardation from exposure of the unborn during certain periods of pregnancy. The risk of less severe mental retardation appears to be similarly elevated. Although it is not yet clear to what extent the frequency of retardation is proportional to the amount of dose (the data available at occupational levels of exposure are limited), it is prudent to assume that proportionality exists.
- B. The recommendations also incorporate guidance for limiting exposure of the unborn as a result of occupational exposure of the female workers. It has long been suspected that the embryo and fetus are more sensitive to a variety of effects of radiation than are adults. Although our knowledge remains incomplete, it has now become clear that the unborn are especially subject to the risk of mental retardation from exposure to radiation at a relatively early phase of fetal development. Available scientific evidence appears to indicate that this sensitivity is greatest during the period near the end of the first trimester and the beginning of the second trimester of pregnancy, that is the period of from 8 weeks to about 15 weeks after conception. Accordingly, when a worker has declared her pregnancy, guidance recommends not only that the total exposure of the unborn be more limited than that of adult workers but that the monthly rate of exposure be further limited in order to provide additional protection. Due to the incomplete state of knowledge of the transfer of radionuclides from the mother to the unborn (and the resulting uncertainty in dose to the unborn), in those few work situations where intake of radionuclides could normally be possible it may also be necessary to institute measures to avoid such intakes by pregnant women in order to satisfy these recommendations.

PREGNANCY DECLARATION (cont.)

I understand that the possible risks, my rights, possible limitations and responsibilities are as follows:

1. The health protection objectives of this guidance for the unborn should be achieved in accordance, with the health provisions of Title VII of the Civil Rights Act of 1964, as amended, with respect to discrimination in employment practices. The guidance applies only to situations in which the worker has voluntarily made her pregnancy known, in writing to her employer.

Protection of the unborn may be achieved through such measures as temporary job rotation, worker self-selection or use of protective equipment. The guidance recognizes that protection of the unborn is a joint responsibility of the employer and the worker. As a result, temporary arrangements necessary to modify exposures may be made. The responding organization will make such arrangements in a manner that allows minimization of the impact to the worker.

2. The responding organization further recognizes that while they share concern for the protection of unborn children of their employees, it is also the decision of the Supreme Court of the United States in *UA EW v. JOHNSON CONTROL, INC.*, U.S. 111 S. Ct. 1196, 113, 1 Ed.2d 158 (March 20, 1991) that:
"Decisions about the welfare of future children must be left to the parents who conceive, bear, support and raise them rather than to employers who hire those parents."
3. The Civil Rights Act of 1964, as amended, provides that "It shall be an unlawful employment practice for an employer (1) to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individuals...sex...; or (2) to limit, segregate, or classify his employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's...sex..." [42 U.S.C. 2000e-2(a)]. The Pregnancy Discrimination Act of 1978 defines "because of sex" to include because of or on the basis of pregnancy, childbirth, or related medical conditions [42 U.S.C. 2000e(k)].
4. The radiation dose equivalent that my unborn child shall receive from conception until birth (the entire gestation period) shall be limited to 0.5 rem (500 mrem), unless pregnancy declaration occurs after this limit has been exceeded.
5. My unborn child is further limited to an equivalent radiation exposure rate of 0.05 rem (50 mrem) per month. This is to prevent further fluctuations above a uniform monthly exposure rate that would satisfy the limiting value.
6. I shall exchange my dosimeter on a monthly basis to ensure compliance to the monthly administrative limit.

PREGNANCY DECLARATION (concluded)

- 7. If the radiation dose to my unborn child is determined to have already exceeded 0.5 rem by the time I notified you by signing this Declared Pregnancy Notification Form, I agree to be assigned to tasks where additional occupational exposure is unlikely.
- 8. Once the pregnancy is concluded, or at such time as I wish to revoke my pregnancy declaration, I shall notify you by signing a Pregnancy Condition Form, so I can resume my normal duties.

Employee:

Printed Name	Signature	SSN
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Privacy Act Statement: *The information on this form is protected by the Privacy Act of 1974. The purpose of requesting this information is to minimize risks to an unborn child/children in the womb. This information will be used by the U.S. Department of Energy, Nevada Operations Office, its contractors, and the employing agency of the mother. Failure to provide this information could result in our inability to limit the exposure to the unborn child.*

Responding Organization Representative:

Printed Name	Signature
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Home Organization Representative:

Printed Name	Signature
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