

REPRODUCTIVE HEALTH POLICY

The University of the Sciences in Philadelphia (USP) is committed to providing a safe work environment for students, faculty and staff and acts to minimize and control exposure to chemical, physical, biological, or radiological agents below regulatory and recommended occupational health limits.

There is often insufficient scientific information to determine safe exposure levels for a developing fetus, and there is uncertainty extrapolating the effects observed in animal studies to humans. Despite these limitations, information does exist for some chemical, physical, biological, or radiological agents that could produce adverse reproductive health outcomes.

Any USP student, faculty, or staff member who is pregnant, or has a reproductive and developmental health concern, or works with known mutagenic, teratogenic, or carcinogenic agents may contact the Environmental Health & Radiation Safety Department at 215-596-8925 to request an assessment. Participation is voluntary and intended to provide the student, faculty, or staff member with information about potential reproductive health issues associated with their university environment as well as recommended control measures so they can make an informed decision with their physician/obstetrician about their continued work or learning activities. (Confidentiality will be maintained at the employee's/student's request).

CHEMICALS/HAZARDOUS SUBSTANCES THAT PRESENT POTENTIAL REPRODUCTIVE HAZARDS

- The Environmental Health & Radiation Safety Department may be contacted to provide a reproductive hazard assessment of the workplace or laboratory. The employee, employee's supervisor or student's instructor should provide a list of hazardous chemicals or substances of concern, amount and frequency of exposure, the type of ventilation used with the substances, and the types of personal protective equipment (PPE) currently being used.
- Recommendations for control measures (engineering and work practice controls, personal protective equipment, etc.) to reduce or eliminate any potential reproductive hazards will be provided by the Environmental Health & Radiation Safety Department. Additionally, available information (material safety data sheets, reproductive data, or journal articles) on the hazardous substances will be provided by the Environmental Health & Radiation Safety Department to the employee/student so that they may also share the information with their physician/obstetrician. It is important to share this information as soon as possible. The physician is expected to

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counsel their patients on the implications of the workplace conditions. If the physician has any concerns, he/she should provide these in writing to the University with recommendations so that additional accommodations can be instituted.

- The best protection for your employee/student, whether pregnant or not, is to ensure that exposures to all potentially hazardous substances are kept as low as possible. OSHA's Laboratory Standard and other health, safety and worker protection regulations mandate that all workers are protected from the effects of physical and chemical hazards in the workplace/laboratory.

**DECLARED PREGNANT EMPLOYEES/STUDENTS
EXPOSED TO RADIATION**

The University of the Sciences in Philadelphia adheres to the radiation limits as set forth by the Nuclear Regulatory Commission (NRC) in paragraph 20.1208 of 10 CFR Part 20, "Standards for Protection Against Radiation." A female employee occupationally exposed to radiation may voluntarily inform the Environmental Health & Radiation Safety Department, in writing, of her pregnancy and the estimated date of conception. The occupational dose limit of 0.5 rem (500 mrem) for the entire gestation period (9 months) will then apply. In addition, an effort will be made to limit the employee's whole body exposure. Once this declaration has been made, the dose to an embryo/fetus is held to As Low As Reasonably Achievable. The Safety Department reviews all dosimetry records monthly in order to assure that the limit is not exceeded.

GUIDELINES:

- All radiation work environments are designed to ensure that all employee radiation exposure will be kept As Low As Reasonably Achievable (ALARA). The review of past records is a regular responsibility of the Radiation Safety Officer and is used to assure the practice of safe work habits on the part of all employees.
- Pregnant personnel may continue to work with sources of radioactivity provided there is a strong indication, based on previous exposure records, that the 0.5 rem per pregnancy limit will not be exceeded. Each month should be approximately 50 mrem or less for the balance of the gestation period to avoid variation in the monthly doses. If radionuclide intakes occur, the Deep Dose Equivalent should be less than .5 rem (500 mrem).
- Pregnant employees must declare in writing their pregnancy and an estimated date of conception to the Environmental Health & Radiation Safety Department either directly or through their supervisor, in order for the occupational exposure limits for an embryo/fetus to apply. A fetal

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badge will be used to measure fetal exposure. These should be worn at the mother's abdomen to best represent the exposure of the embryo/fetus. Monthly exposures for badges should be recorded separately from the non-fetal whole body badge. At any time during the pregnancy, the woman may revoke her declaration for any reason without explanation. Therefore, the declaration remains in effect until the declared pregnant woman withdraws the declaration in writing or is no longer pregnant. If the mother is also subjected to radionuclide intakes, the associated dose received by the embryo/fetus must be determined, recorded and included in the demonstration of compliance with the 500 mrem limit.

- All employees can review their own radiation exposure dosimetry records at any time by contacting the Environmental Health & Radiation Safety Department at 215-596-8925. However, dosimetry reports are distributed monthly to each principal investigator.
- The Nuclear Regulatory Commission's (NRC) Regulatory Guide 8.13 which provides information on prenatal radiation exposure will be provided upon request.

RADIATION DECLARED PREGNANCY FORM

I have read the Policy for Declared Pregnant Employees/Students Exposed to Radiation and understand that I may declare my pregnancy if I wish.

Name (Signature)

Name (Please print)

Date: _____

I wish to declare that I am pregnant. I estimate the date of conception to be

_____.

Name (Signature)

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