

Reproductive Risks

1. GENERAL

The Texas A&M University System is committed to protecting its employees, students and their progeny from the adverse effects arising from the handling or exposure to hazardous materials or conditions as part of their work or academic activities. Certain courses, research projects and job assignments involve work or procedures that may, under certain conditions, have the potential to cause adverse effects on human reproduction.

Reproductive risks include chemical, biological, radiological or physical agents or conditions which may adversely affect the reproductive function of exposed persons or the health of their progeny.

2. REQUIREMENTS

2.1 Each component with reproductive risk agents or conditions should

2.1.1 Identify, document, and analyze workplace hazards associated with reproductive hazards

2.1.2 Develop and publish standard operating procedures to reduce risk to employees, students, and visitors for identified hazards

2.1.3 Provide and document training to employees, students, and visitors in safe operating procedures for identified hazards

2.2 Federal law prohibits employment discrimination, and generally requires that an employee's pregnancy, childbirth or related medical conditions must be treated in the same way as any other temporarily disabled employee. Contact the Risk Management and Safety office and/or your Human Resources Department for specific information regarding possible benefits, privileges, or accommodations that may be necessary for said employee.

Contact for Interpretation

Office of Risk Management and Safety

History

New standard

Recommendation

Chair, Risk Management and Safety Council

Legal Sufficiency

General Counsel

Approval

Director of Office of Risk Management and Safety

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Office of Risk Management and Safety
The Texas A&M University System
September 22, 1998