

<b>Haverford Township Police Department Operations Manual</b>		
<b>Issue Date</b> February 2021	<b>Review Date</b> February 2022	<b>Directive Number</b> <b>6.1.10</b>
<b>Accreditation Index:</b>		<b>Rescinds:</b> Directive 6.1.10 of November 2019
<b>Chapter:</b> Six - General Procedures		<b>Section:</b> One – Organization and Management Role
<b>Chief of Police:</b> <i>John F. Viola</i>		

**SUBJECT: MATERNITY ASSIGNMENTS & LEAVE**

**I. PURPOSE**

Female employees of the Haverford Township Police Department affected by Pregnancy, childbirth, or related medical conditions shall be treated the same for all employment purposes as non pregnant employees similarly situated with respect to their ability to work. This statement reflects the Department’s commitment to creating a nondiscriminatory workplace, and offers equal employment opportunities to all Department personnel without regard to gender.

**II. POLICY**

It shall be the policy of this Department that all female officers affected by a pregnancy condition adheres to the procedures outlined in this directive.

**III. PROCEDURES**

- A. Because pregnancy is a condition with the potential to affect an employee’s ability to perform her job functions, when pregnancy is confirmed, the employee shall notify the Chief of Police and also include the estimated birth date.
- B. The employee should seek medical attention relating to her pregnancy and shall inform the Chief of Police in writing, of any restrictions or limitations on her ability to work, as determined by her physician. All information shared with the Department shall be treated as confidential.

- C. At some point during her pregnancy the employee's duty assignment may be modified to a light-duty status.
1. Pregnant officers shall be permitted to continue working on regular duty or a light-duty assignment providing the employee presents a monthly attending physician's medical certificate or until such time as the attending physician recommends that the officer's duties be discontinued as a matter of medical necessity, because of potential injury to the officer or the officer's child.
  2. After delivery of the pregnant officer's child, the officer's return to full duty will not be approved until the officer submits to the Chief of Police, a letter from the officer's attending physician, stating that the physician's medical opinion is that the officer is capable of returning to full duty. The post child birth officer is not eligible for temporary light duty assignments.
- D. This policy is not intended to interfere with or diminish any rights or privileges to which an officer may be entitled to under Federal, State, or Local laws, any other Department policy or the collective bargaining agreement between the FOP and the Township.

**BY ORDER OF THE CHIEF OF POLICE**