

Disability Policy

The great majority of expectant mothers can continue to work until late in pregnancy without any problem. Sometimes, however, the physical changes entailed in pregnancy or the demands of a woman's job can create workplace difficulties.

Please let us know if you have any concerns in this regard. We usually are able to suggest simple steps to deal with the fatigue, nausea associated with "morning sickness," or the aches and pains that can be particularly challenging to a pregnant woman while at work.

If you have more serious symptoms or concerns about potential workplace hazards to you or to your baby, we will evaluate the situation and respond accordingly.

When medically appropriate, we will recommend that a pregnant patient be placed on disability leave from her job. Such leave is rarely required, however, and in the absence of a serious condition or complication that could endanger the health of the mother or baby, medical ethics prevent us from making such a recommendation. We will, however, do everything we can to reduce or eliminate pregnancy-related difficulties you may be having at work. This includes contacting your employer, when appropriate, to recommend helpful adjustments or alterations to your duties.

Again, please tell us of any work-related concerns you may have.