

# **CLARENCE FIRE DISTRICT NO. 1**

## **PREGNANCY LEAVE POLICY**

In accordance with the New York State Human Rights Law Article 15, Executive Law Section 296, the Board of Fire Commissioners of the Clarence Fire District No. 1 acknowledges that female volunteers who become pregnant may desire to continue to perform as active volunteer firefighters for so long as they are physically able.

Pregnancy-related disability is to be treated in the same manner as any other disability with respect to sick leave status or any volunteer benefits, except that pregnancy-related disability shall be certified by the attending physician prior to granting the volunteer sick leave status.

It is the duty and obligation of each female volunteer of the Clarence Fire District No. 1 to immediately inform the Chief of the District that such volunteer firefighter is pregnant. The Chief shall then advise the Board of Fire Commissioners in writing of such notification.

In order to qualify for this pregnancy leave status, the volunteer must request pregnancy leave status in the same manner as an application for medical leave due to sickness, illness or injury (refer to Medical Leave Policy for additional information). If granted pregnancy leave status, the volunteer, during her leave, shall not be penalized for failure to perform all active volunteer firefighting duties, nor shall she be penalized for failure to report for drills or to meet requirements for attendance at fires, parades, drills or emergencies.

Any volunteer, who shall fail to promptly notify the Chief of their pregnancy, shall assume all risks associated with such failure.

This policy shall become effective immediately, and all volunteers who, on the effective date of this regulation, are pregnant, must immediately comply with the regulation.

The volunteer may return to Active status when her disability ends after receiving medical clearance from her attending physician and from Occustar.

The Board of Fire Commissioners can amend this policy at any time.

This policy is adopted June 19, 2013.

By order of the Board of Fire Commissioners, Clarence Fire District No. 1

