



**DEPARTMENT OF ENVIRONMENTAL HEALTH AND SAFETY
(EHS)**

Subject: Reproductive Health Awareness

Date: May 2014

Revision: 0

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SUMMARY: Employees who work in research laboratories need to be aware of the presence of chemicals that may present specific risks to their reproductive health. Both male and female employees and students can take prudent precautions to reduce these risks. Pregnant individuals, in particular, can remain productive and on-the-job for their full term. EHS provides technical support regarding occupational risk, as well as workplace safety assessments, fetal radiation dose monitoring, and educational materials that focus on preventative and protective measures.

SCOPE: This Guideline applies to all employees and students at the University of Michigan - Dearborn who work in environments where hazardous materials are present. See [California Proposition 65](#) for a list of reproductive toxins. This list may not be all-inclusive since many toxins still have not been tested for reproductive hazards.

REFERENCE

REGULATIONS: Hazardous Work in Laboratories ([MIOSHA Part 431](#))
Hazard Communication Standard ([MIOSHA Part 430](#))
Standards for Protection Against Radiation (10 CFR 20.1003;
10 CFR 20.1208)
MDCIS Ionizing Radiation Rules (Rule 203 & 205)
NRC Regulatory Guide (8.13; 8.36)

DEFINITIONS:

Authorized User of Radioactive Materials – an individual who has approval by the Radiation Policy Committee (RPC) to procure and use radioactive materials. Normally only members of the academic or research faculties will be approved as Authorized Users of radioactive materials.

The following definitions are from 10 CFR 20.1003:

Declared Pregnant Woman - a woman who has voluntarily informed the licensee, in writing, of her pregnancy and the estimated date of conception. The declaration remains in effect until the declared pregnant woman withdraws the declaration in writing or is no longer pregnant.

Embryo/Fetus - the developing human organism from conception until the time of birth.

ALARA – acronym for “As Low As Reasonably Achievable”

Occupational Dose - the dose received by an individual in the course of employment in which the individual’s assigned duties involve exposure to radiation or to radioactive material from licensed and unlicensed sources of radiation, whether in the possession of the licensee or other person. Occupational dose does not include dose received from background radiation, from any medical administration the individual has received, from exposure to individuals administered radioactive materials and released in accordance with § 35.75, from voluntary participation in medical research programs, or as a member of the general public.

RESPONSIBILITY: Deans, Directors and Department Heads

Ensure that Principal Investigators, Authorized Users of radioactive material, and users of radiation-producing (x-ray) devices are aware of this Guideline.

Principal Investigators/Authorized Users

Ensure employees and students are trained and fully informed about workplace hazards, applicable regulations, and safety practices to protect themselves and their fellow employees.

EHS

Respond to reproductive health concerns of individual employees and students.

Provide a [Reproductive Hazard Evaluation Form](#) to be filled out by employees or students who may potentially be exposed to reproductive hazards in the workplace.

Evaluate workplace reproductive health hazards and recommend material/method options that may reduce or eliminate specific reproductive risks.

Provide instructional materials focusing on preventative and protective measures.

Employees / Students

Individuals are responsible for conducting activities in a safe manner. This includes utilizing all necessary engineering controls, safety equipment and procedures, and protective clothing while at work.

Individuals working with radioactive materials or radiation generating devices should be familiar with information supplied by the Nuclear Regulatory Commission (NRC), UM Radiation Policy Committee (RPC), Michigan Department of Consumer and Industry Services (MDCIS) and RSS regarding potential health effects from radiation to both the employee/student and the embryo/fetus. RSS can assist employees and students seeking this information.

Employees and students are responsible for maintaining their occupationally related dose to the embryo/fetus in accordance with ALARA principles.

Employees and students should be aware of non-occupational exposures that may affect reproductive health such as alcohol, smoking, medications, non-prescription drugs, and household chemicals.

PROCEDURES:

Employees and students may contact EHS to arrange a reproductive hazard assessment of the workplace. A [Reproductive Hazard Evaluation Form](#) will be provided to the individual and should be completed to supplement the risk assessment. After a comprehensive evaluation of the form by an EHS representative a visit to the workplace may be scheduled.

Recommendations for control measures to reduce or eliminate any reproductive hazards and protect the health and safety of the individual will be provided by EHS. Upon request, information from the assessments can be made available to the supervisor and the individual's personal physician. The personal physician is expected to counsel their patients on the implications of the workplace conditions.

RELATED DOCUMENTS:

[Reproductive Hazard Evaluation Form](#)

TECHNICAL SUPPORT:

All referenced guidelines, regulations, and other documents are available on the EHS website at www.umd.umich.edu/ehsem.