A. Purpose:
Columbia University provides a voluntary and confidential program for occupationally exposed workers who are pregnant. It is the policy of the Columbia University to limit the radiation dose to the embryo/fetus of a declared pregnant occupationally exposed worker to 500 millirem (5 mSv) over the entire gestation period, and 50 millirem for every month during the gestation period. Further, it is the policy of the Columbia University to provide counseling and education to the declared pregnant woman with regard to the risks of radiation exposure and to consult with her regarding recommendations for maintaining the radiation dose to the embryo/fetus within the above limits and As Low As Reasonably Achievable (ALARA). The declared pregnant woman is specifically protected from discharge or discrimination by the employer resulting from the pregnancy.

B. Scope: This policy applies to Columbia University workers who choose declare a pregnancy to the Radiation Safety Officer (RSO).

C. Definitions:
- ALARA – As Low as Reasonably Achievable
- RSO – Radiation Safety Officer

D. Procedure:
If a worker is pregnant or is planning to become pregnant, the worker may voluntarily declare her pregnancy to the RSO or RSO-designee. The worker is responsible for voluntarily declaring her pregnancy. The RSO can be contacted at (212) 305-0303.

Upon declaration of pregnancy, the RSO or designee will review with the worker her previous dose history and current and/or planned future work practices as well as determine the need for additional dosimetry, in order to maintain a monthly dose of less than 50 millirem (0.5 mSv) to embryo/fetus, and a dose of less than 500 millirem (5 mSv) over the entire gestation period. Adjustment of working conditions (e.g. changes in work assignments, practices, or schedules) may be considered. The results of this review will be communicated to the worker in writing.

If an employee works in an area where the anticipated dose is less than 500 millirem to the fetus over the entire gestation period, the employee can continue to work without further restrictions. However, the RSO may make certain recommendations regarding the work assignment of the employee to further reduce the dose to the fetus, particularly during the first trimester. This request is made in order to assure that the fetus receives as low a dose as possible.

Based on historical personnel dosimeter data, there are no areas within Columbia University facilities which would be considered likely to result in a dose to the fetus exceeding 500 mrem provided established radiation safety procedures are followed.
However, if a situation is identified in which the dose to the embryo/fetus over the gestation period would be over 500 millirem, there are three possible alternatives:

1. The employee may be assigned to another area involving less exposure to ionizing radiation.
2. The employee may continue to work in the area with certain restrictions to limit dose to the fetus to less than 500 millirem, based on recommendations of the RSO. In nearly all cases, the work environment will require slight modifications to ensure that the dose to the embryo/fetus does not exceed 500 millirem.
3. If the employee is unwilling to accept this level of radiation exposure, the employee may request reassignment to an area involving less exposure to ionizing radiation. A good faith effort to accommodate the request in accordance with applicable Columbia University policies.

Individuals who are pregnant are permitted to work in or frequenting radiation-use areas. These individuals may also work with sources of ionizing radiation such as x-ray producing equipment or radioactive materials.

During pregnancy, the employee is expected to perform her duties within the restrictions applied by the RSO. The employee is encouraged to monitor her embryo/fetus dose by reviewing the personnel dosimeter reports available at Radiation Safety or directly with the dosimeter vendor. The worker is always encouraged to discuss these reports with the RSO or designee.

E. Responsibilities:
   Pregnant worker – The worker is responsible for voluntarily declaring her pregnancy.
   Radiation Safety Officer or Designee – The RSO or designee will review with the worker her previous dose history and current and/or planned future work practice practices as well as determine the need for additional dosimetry, in order to maintain a monthly dose of less than 50 millirem (0.5 mSv) to embryo/fetus, and a dose of less than 500 millirem (5 mSv) over the entire gestation period.

F. Emergency Contacts: N/A

G. Cross References: N/A

H. Medical Surveillance: N/A

I. Recordkeeping:
   The personnel dosimetry record for the declared pregnant worker as well as for her embryo/fetus will be retained by Radiation Safety.

J. Appendices: N/A

K. Forms:
   The Declared Pregnant Worker form may be obtained from the Radiation Safety Program Office.
## L. References:

1. Article 175 of the New York City Health Code
2. NRC Regulations 10 CFR Part 20 – Standards for Protection Against Radiation
3. Report Number 116 of the National Council on Radiation Protection and Measurements (NCRP 116)