



Purpose

The purpose of this document is to:

- reduce exposure to potential reproductive hazards.
- clarify responsibilities in the reproductive risk evaluation process.

In scope / out of scope

The following is in scope and out of scope of these requirements.

In scope	Out of scope
Workplace reproductive risk evaluations.	<ul style="list-style-type: none"> • Job status determination and adjustment. • Scheduling family leave. • Return to work – see Alaska HR Procedures.

Employee rights for pregnancy declaration

Every employee:

- has the right to not declare pregnancy.
- is encouraged to notify Supervisor if pregnant or they suspect pregnancy.
- has the right to undeclare pregnancy at any time and be treated as not pregnant.

Medical and HR notification

Supervisor must notify Medical and HR when worker makes pregnancy declaration.

Risk assessment process

Use the swim lane chart to review responsibilities in the [reproductive risk assessment process](#).

Risk evaluation request form

Any employee may request a workplace reproductive risk assessment by HSE using this [form](#).

Job status determination

Job status determination will be made after the risk assessment. The following groups participate:

- Medical.
- Operations.
- Human Resources.
- Legal, if necessary.

Proposition 65 list reference

See the [linked table](#) for list of chemicals known to cause reproductive toxicity.