

## **POLICY CONCERNING THE EMPLOYMENT OF PREGNANT WOMEN**

The Management of the University considered the period within newly employed female pregnant staff are expected to accept the offer of employment given to them as well as take into consideration the fact that all offers of appointment are subject to the production of evidence of good health and such staff are expected to obtain a medical certificate of fitness from the Director of Medical Services.

In carrying out these laboratory tests, pregnant women cannot undergo the mandatory screening exercises due to their peculiar conditions and as a result the three (3) months duration given to other staff may not be applicable to them.

In recent times, there has been series of requests from newly recruited female staff or maternity leave within three (3) to five (5) months of assumption of duties. It is pertinent to note that the Public Service Rules and the University Conditions of Service made no provision for situations like this. It is therefore apparent that, there is need for a clear policy on the procedure to be adopted for newly employed pregnant women bearing in mind the need to avoid discrimination due to their peculiar condition.

In view of the above, it is hereby proposed as follows:

### **1. Aims of the Policy**

The aims of this policy is to ensure that:

- (a) The University's Employment policy accommodates pregnant women;
- (b) The University is sensitive to the plight of pregnant women;
- (c) Not much work-hour are lost in the discharge of duties due to such conditions.

### **2. Details of the Policy**

- (a) Newly employed pregnant women should be allowed to accept the offer of employment before the expiration of three (3) months granted for newly employed staff with the option to defer assumption of duty until after delivery;
- (b) If by the expiration of a six months period after the initial three month period for acceptance the staff is unable to assume duties and undergo the medical screening, the offer should lapse.
- (c) Where a newly employed staff become pregnant after resumption of duty, and desires to proceed on maternity leave before spending up to one year on the job, the period she worked will be pro-rated and she will

be paid for that period only while the remaining days will be without pay.

- (d) Any woman who is pregnant at the time of job interview and job offer is under a duty to disclose not only the fact of pregnancy but also the stage of pregnancy to enable University decide, bearing in the stage of pregnancy whether the woman is qualified for medical screening.
- (e) Where a pregnant woman fails to disclose the fact of pregnancy or misrepresents the stage of pregnancy to the university and thereafter undergoes medical screening, the university shall be absolved and liability for any damage which the medical screening may cause to the foetus.

*Senate Approved Date: November 29, 2017*