Reproductive Risks

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1. GENERAL

The Texas A&M University System is committed to protecting its employees, students and their progeny from the adverse effects arising from the handling or exposure to hazardous materials or conditions as part of their work or academic activities. Certain courses, research projects and job assignments involve work or procedures that may, under certain conditions, have the potential to cause adverse effects on human reproduction.

Reproductive risks include chemical, biological, radiological or physical agents or conditions which may adversely affect the reproductive function of exposed persons or the health of their progeny.

2. PROGRAM GUIDELINES

2.1. Each member with reproductive risk agents or conditions should:

(a) Identify workplace hazards associated with reproductive risks;
(b) Develop programs to reduce risk to employees, students and visitors for identified hazards; and
(c) Provide and document safety training to employees, students and visitors for identified hazards.

2.2. Employees and students who may be pregnant or are considering pregnancy may need temporary accommodations to minimize their risk of exposure to chemical or biological agents, radiation or other potentially dangerous environmental conditions. Contact the A&M System Office of Risk Management, Human Resources and/or the member’s Title IX Coordinator for specific information regarding reasonable accommodations.