

# NSYSU Regulations for Maternal Health Protection

History of Amendment and Approval:

1<sup>st</sup> University Administration Council Meeting of 2017-academic year on 07-03-2018

Joint meeting of the Toxic Chemical Management and the

2<sup>nd</sup> Environmental Safety and Sanitation Committee of 2018-academic year on 23-07-2019

2<sup>nd</sup> University Administration Coordination Meeting of 2019-academic year on 23-10-2019

7<sup>th</sup> University Administration Council Meeting of 2019-academic year on 27-11-2019

4<sup>th</sup> University Administration Council Meeting of 2021-academic year on 30-03-2022

Article 1 In order to protect the physical and mental wellbeing of female employees during pregnancy and postpartum lactation, the University hereby stipulates the NSYSU Regulations for Maternal Health Protection (hereinafter referred to as the Regulation) according to the Occupational Safety and Health Act and related laws and regulations.

Article 2 Maternal health protection measures shall be in effect when a female employee of the University experiences the following:

Expected pregnancy

Pregnancy

First year after child birth

Lactation

Article 3 The terminology utilized in the Regulations are defined as follows:

1. Maternal health protection measures: The measures taken towards tasks likely to jeopardize maternal health, including hazard assessment and control, physician interview and instruction, hazard management, suitability based task arrangement, and other related measures.
2. Maternal health protection period: The period from the day the University is notified of the pregnancy of the female employee to the end of the first year after child birth.

Article 4 Measures related to the Regulation are as follows:

1. Hazard recognition and assessment
  - (1) Engagement of maternal health protection for female employee
    - i. Female employees suitable for conditions stated in point 2 shall notify the Counseling and Health Service Division of the Student Affairs Office.
    - ii. The Office of Personnel Service shall provide a list of female faculty and staff who apply for maternity inspection leave, maternity leave, childcare leave, and postpartum

return to the Counseling and Health Service Division every month.

(2) Maternal health hazard assessment

- i. The female employee is to fill in the “Self-Assessment Form for Maternal Health”(Appendix 1).
- ii. The occupational safety and health personnel, together with medical personnel engaged in labor health services, should identify and assess hazards in the workplace environment and operations, including physical, chemical, and biological aspects, human factors, versatility, work processes, and work patterns, etc. and fill in the “NSYSU Workplace Hazard Assessment Form and Maternal Health Protection Measures Form” (Appendix 2).
- iii. Arrangement of physician meeting: to provide risk classification management, health guidelines, and suitability assessment.

2. Risk Classification Management

- (1) Occupational safety and health personnel, together with medical personnel engaged in labor health services, classify risk levels based on assessment results, implement control banding procedures (Appendix 3), and inform the person in writing or orally.
- (2) After the physician interview, if an abnormal health condition is found and follow-up examination or suitability assessment is needed, the case shall be referred to a specialist in obstetrics and gynecology or an occupational medicine specialist for health hazards assessment related to pregnancy or after childbirth, and to provide suggestions for work suitability arrangements (Appendix 4).
- (3) The supervisor of the department shall perform health protection measures such as workplace improvement based on the suggestions from the hazard assessment and control and the suitability assessment from the physician.
- (4) Workers performing tasks stated in Articles 3 and 5-2 of the Implement Regulations of Maternal Health Protection Measures for Female Employees where the hazard level is one or two following the implement of maternal health protection measures can perform their original tasks after a

physician has confirmed that the health of the mother and the child will not be harmed upon assessment and explained the hazard to the party, who has thereby issued written consent (Appendix 5).

Article 5 The evaluation of the implementation effectiveness and the implementation method of continuous improvement are as follows :

1. During the period of maternal health protection, should the personnel experience discomfort due to changes in health status, working conditions, or operating procedures and is diagnosed by a physician and proven to be not suitable for the original task, hazard recognition and assessment shall be performed again.
2. The hazard assessment, control methods, interview guidance, suitability assessment and implementation of relevant measures performed by the University in accordance with laws and regulations shall be recorded, and relevant documents and records shall be kept for at least three years.

Article 6 The regulations are passed in the Administration Council Meeting and implemented upon approval by the President. The same procedure applies in cases of amendments.