

HARBOR-UCLA MEDICAL CENTER

SUBJECT: PREGNANT WORKFORCE MEMBERS AND RADIATION

POLICY NO. 470F

PURPOSE:

To comply with Federal, State and local rules, regulations and laws (e.g., Title 17 of California Radiation Control Regulations, Title 10, Code of Federal Regulations Part 19.12 and 20.1208 and OSHA Employer Requirements), and in accordance with the terms and conditions of Harbor-UCLA Medical Center's Broad Scope, Type A Radioactive Material License, pregnant workforce members should be protected to the extent legal and appropriate given the work setting, including availability of instruction regarding the hazards of radiation exposure as well as the means to minimize exposure.

POLICY:

Harbor-UCLA Medical Center shall take all steps practicable and legally required to ensure that all pregnant workforce members associated with exposure to radiation during work duties who voluntarily declare their pregnancy in writing are then made aware of this policy to ensure that the dose to an embryo/fetus during the entire pregnancy does not exceed 0.5 rem (5 mSv, sum of internal dose estimate and external dose) while wearing her dosimeter.

Every practicable and legally required effort will be made to avoid substantial variation above a uniform monthly exposure rate in accordance with 10 CFR 20.1208. This applies to all who work in exposure areas, such as volunteers, employees and contract personnel. This policy and the following procedure do not preclude additional restrictions on additional grounds, such as at the Departmental level.

Note: Pregnant workforce members have a right to privacy and confidentiality and are covered under the Americans with Disabilities Act (ADA) and are not required to disclose their pregnancy. All disclosures and subsequent documentation are to be considered confidential, unless said disclosure of them is required by law. Declaration of pregnancy is voluntary, and may be undeclared (e.g., withdrawn or canceled). Notwithstanding the non-requirement to disclose pregnancy, the Procedure below applies only if the workforce member does in fact disclose her pregnancy in writing (with a completed pregnancy declaration form) to the Radiation Safety Office(r).

PROCEDURE:

At Harbor-UCLA Medical Center, when an occupationally exposed female workforce member who wishes to take advantage of this policy voluntarily declares her pregnancy the following apply:

EFFECTIVE DATE: 1/20

SUPERSEDES:

REVISED:

REVIEWED: 1/20

APPROVED BY:

Kim McKenzie, RN, MSN, CPHQ  
Chief Executive Officer

Anish Mahajan, MD  
Chief Medical Officer

Nancy Blake, PhD, RN, NEA-BC, FAAN  
Chief Nursing Officer

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**WORKFORCE MEMBER RESPONSIBILITIES**

1. Inform her supervisor immediately, verbally and in writing.
2. Contact the Radiation Safety Office at (424) 306-7700 to:
  - Request an appointment for additional radiation safety training
  - Complete an application with the needed information to process correctly
  - Obtain an embryo/fetus dosimeter (also known as a radiation "badge") for additional surveillance
  - Submit any radiation safety concerns
3. Ensure that both dosimeters are always worn while at work, along with other protective shielding when even possibly exposed to radiation, such as: radiation protective apron, thyroid collar and rolling shield as instructed by her Department.
4. Submit both dosimeters monthly in a timely fashion to the area badge coordinator.
5. Undeclare pregnancy if desired, or if the pregnancy has terminated. Such undeclaration must be done in writing, which may be with a letter or e-mail delivered to the Radiation Safety Office(r).

**MANAGEMENT RESPONSIBILITIES**

1. Inform all workforce members who declare pregnancy to do so in writing and to contact the Radiation SafetyOffice (RSO).
2. Inform all workforce members who declared pregnancy in writing that appropriate dosimeters and protective gear are to be worn during all radiation procedures in which the worker is involved.
3. Apprise all workforce members who declare pregnancy in writing of the importance of turning in her dosimeters each month.
4. Submit any radiation safety concerns to the Radiation Safety Office.

**RADIATION SAFETY OFFICE RESPONSIBILITIES**

1. Schedule an appointment for additional radiation safety training of the workforce member who declared pregnancy in writing.
2. Obtain an application for a permanent dosimeter for the embryo/fetus.
3. Issue an embryo/fetus dosimeter for additional surveillance.
4. Record or save the completed pregnancy declaration form provided by the workforce member.
5. Conduct dosimeter surveillance.
6. Should the 0.5 rem limit be exceeded during the pregnancy, the employee will be assigned duties not including exposure to radiation until such time as a physicist's evaluation is submitted to the RSO, who shall then make a recommendation to Human Resources as to the assigned duties.

**DEPARTMENT AREA DOSIMETER COORDINATOR RESPONSIBILITIES**

1. Collect and distribute dosimeter to all workforce members on a monthly basis.
2. Submit monthly form for addition and deletion of workforce members from dosimeter surveillance as warranted.
3. Work closely with the Radiation Safety Office for a smooth operation.

The above responsibilities (all categories above) cease to exist, and the second dosimeter is to be submitted by the worker immediately, should the worker undeclare (e.g., withdraw or cancel the declaration) of pregnancy.

COUNTY OF LOS ANGELES

DEPARTMENT OF HEALTH SERVICES

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**REFERENCES:**

California Code of Regulations (CCR), Title 17, Division 1, Chapter 5, Subchapter 4 and 4.5.

CCR Title 17, 30253 incorporates by reference the Federal Regulations specified in Title 10,

Code of Federal Regulations (CFR), part 20. Requirements in 10 CFR 20 (apply to all registrants)