POLICY:
Veterinary students are potentially exposed to materials or incidents that may result in human injury. Some of these exposures could potentially affect pregnant women or their unborn child. Possible exposures may include infectious agents, drugs, chemicals, inhaled anesthetics, radiation, and other agents. The University of Minnesota will strive to provide equal opportunity for all students who are academically qualified and to ensure that all students are accommodated. It is the responsibility of the pregnant student to initiate requests for accommodation and to help arrange these accommodations.

PROCEDURE:

Students who are pregnant or who are actively trying to become pregnant should:

A. Consult with their individual instructors regarding types of hazards to which the student may be exposed. The Department of Environmental Health and Safety (612-626-6002, dehs@umn.edu) or the Office of Occupational Health and Safety (612-626-5008, uohs@umn.edu) may also be consulted for further information. Examples of possible reproductive hazards are listed in Appendix A.

B. Contact their treating physician immediately to obtain recommendations for a plan to minimize exposure to hazards with the possibility of reproductive effects to which they may be exposed. The Office of Occupational Health and Safety may also be contacted to obtain further information.

1. If accommodations, work restrictions, or class schedule changes are recommended, contact the Office of Academic and Student Affairs in the College of Veterinary Medicine as early as possible so steps may be taken to assist the student in conforming to a plan developed by her physicians. The student will be asked to provide a copy of the specific restrictions or accommodations requested by her physician or the Office of Occupational Health and Safety.

Options for the Student:
1. Continue as a student with no schedule or assignment changes if no significant reproductive hazardous exposures are anticipated
2. Continue as a student with some schedule and assignment changes to minimize certain potential exposures. The flexibility of scheduled changes under this option
is dependent on the scheduled assignments and the willingness of classmates to exchange assignments with the affected student.

3. Leave of absence for a time period deemed necessary by her physician. The student would be responsible for making up assignments or courses missed during the leave of absence.

4. Withdrawal as a student. The student may then request readmission into the next class. In years 1-3 this could mean a student would need to be on leave for one full year as the classes are lock stepped.

Rights and Responsibility

It is recognized that a pregnant woman or women actively seeking to become pregnant have rights and the responsibility for decisions concerning the pregnancy. No one acting on behalf of the College of Veterinary Medicine may discriminate against a student on the basis of pregnancy. The woman should expect due consideration from everyone associated with her pregnancy whatever her decision may be.

At the same time, the pregnant student is expected to complete each and every requirement of the veterinary curriculum by a schedule or plan that can be reasonably implemented and under which risks are deemed acceptable by her and her physician.

Note: Appendix A includes some examples of possible hazards to a pregnant woman but is not an all inclusive list.
Appendix A:
Possible Reproductive Hazards for Pregnant Women in Laboratory Settings

Some examples of agents that may pose a possible reproductive hazard in pregnant students are listed below. This Appendix includes possible examples of reproductive hazards but is not an all inclusive list. Further information may be obtained from some of the sources listed below. However, the actual hazard or risk to the pregnant woman depends on the type of exposure, route of exposure, length of exposure, use of personal protective equipment, underlying medical conditions, and other factors.

**Chemicals**
- Alkylating agents
- Antineoplastic agents
- Anesthetic gases- particularly if uns scavenged such as Isoflurane, enflurane, nitrous oxide
- Azathioprine
- Busulfan
- Cadmium
- Carbon disulfide
- Carbon monoxide
- Chemotherapy agents
- Chlordecone
- Chlorobiphenyls
- Cyclophosphamide
- Cytoxan
- Diethylstilbesterol
- Dimethyl sulfoxide
- Estradiol
- Estrogen
- Ethylene oxide
- Etretinate
- Formaldehyde
- Fluorouracil
- Ganciclovir
- Halogenated hydrocarbons
- Hexachlorobenzene
- Hexachlor
- Iodoacetic acid
- Isotretinoin
- Lead
- Medroxyprogesterone
- Methotrexate
- Mitomycin
- Nitrous oxide
- Organic mercury
- Pencillamine
- Pesticides
- Polychlorinated and polybrominated biphenyls
- Retinoic acid
- Ribavirin
- Tamoxifen
- Thalidomide
- Toluene
- Toxaphene
- Vincristine
- Xylene
- Zidovudine

**Physical Hazards**
- Ionizing radiation
- Extreme heat
- Physical Injury/Trauma: Lifting, being kicked, being cut

**Infectious agents – includes but is not all inclusive:**
- Borrelia
- Coxiella burnetii (Q fever)
- Cytomegalovirus
- Arena virus (hemorrhagic fever, Lasa Fever)
- HIV virus
- Herpes simplex virus
- Listeria monocytogenes
<table>
<thead>
<tr>
<th>Parvovirus</th>
<th>Toxoplasma gondii - if woman does not have positive antibody titer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pasteurella multocida</td>
<td>Vaccinia</td>
</tr>
<tr>
<td>Rubella- if woman does not have positive antibody titer</td>
<td>Varicella zoster</td>
</tr>
<tr>
<td>Treponema pallidum</td>
<td></td>
</tr>
</tbody>
</table>
Potential sources for information on reproductive hazards:

Computer Databases/web-based resources

National Institute of Occupational Health and Safety: The Effects of Workplace Hazards on Female Reproductive Health
http://www.cdc.gov/niosh/docs/99-104/

Occupational Safety and Health Administration: Safety and Health Topics: Reproductive Hazards

OTIS: Organization of Teratology Information Specialists
http://otispregnancy.org/

National Birth Defects Prevention Network
http://www.nbdpn.org

TERIS – Teratogen Information System, Seattle, WA
http://depts.washington.edu/~terisweb/teris/

Developmental and Reproductive Toxicology Database (DART), National Library of Medicine, Bethesda, MD

Reproductive risk, National Library of Medicine, Bethesda, MD
www.micromedex.com/products/reprorisk/

REPROTOX- Reproductive Toxicology Center, Washington DC
www.reprotox.org
202/293-5946

Government Agencies

1. Environmental Protection Agency, Washington, DC Regional Offices
2. National Institute for Occupational Safety and Health
3. Occupational Safety and Health Administration
4. Agency for Toxic Substances and Disease Registry

Phone Numbers

Hennepin Regional Poison Center: 612-222-1222
The North American Teratology Information Service located in Toronto can provide information (telephone: 1 416 813 6978).

Textbooks


Articles


