



DEPARTMENTAL REGULATIONS  
CONCORD POLICE DEPARTMENT

GENERAL ORDER 68  
EFFECTIVE DATE: 9/2014  
REVISION DATE: 9/2014  
REVIEW DATE: 9/2016  
ID NUMBER: 363

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Chief of Police

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**DUTY ASSIGNMENT FOR PREGNANT OFFICERS**

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**A. POLICY STATEMENT**

The Concord Police Department values the health and welfare of its employees. It is with the organizational value in mind that this policy was developed. The policy is designed to be consistent with the City's Family Medical Leave Policy Number 77.

**B. CHANGE OR MODIFICATION OF ASSIGNMENT**

1. Absent any medical complications and/or a medical recommendation to the contrary, an officer, at her discretion, and subject to the conditions stated below, may continue in her current unmodified assignment.
2. The Chief of Police, or designee, may request a medical verification of the employee's work restrictions in writing.
  - .1 If the verification is requested, the doctor shall be provided with a full written description of the requirements and duties of the officer.
3. The medical opinion of the employee's attending physician as to the length of time the employee can perform full duty will be honored, if practical, subject to applicable General Orders and Procedures.
4. At the time the employee's attending physician notifies the Department in writing requesting modified duty status for the pregnant employee, the employee will be referred to the Administrative Lieutenant to determine if the restrictions outlined by the physician can be accommodated through a modified duty assignment, consistent with Department policy.

**C. REINSTATEMENT (POST PREGNANCY)**

1. Reinstatement (post pregnancy) shall be in accordance with applicable General Orders and Procedures, including City's Family Medical Leave Policy Number 77.

**D. AMOUNT OF LEAVE AVAILABLE**

1. The amount of leave available for pregnancy, childbirth, adoption, foster-care placement or related conditions is explained in the City's Family Medical Leave Policy Number 77, Section 4.

**E. UNIFORM SPECIFICATIONS FOR PREGNANT OFFICERS**

1. There is no official Department maternity wear. An employee covered by this General Order shall be attired in the appropriate businesslike and professional clothing addressed in General Order 38, Section D1.