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Professional Crisis Management Association, Inc.

Public Policy Number: ECT03-PUB

Date Approved: 11/2/12

Replaces Version: 02/10/12

Title: Pregnant Staff Members

Policies:

It is the policy of the PCMA to recommend that staff members who are pregnant or who may be pregnant not be trained as Instructors in PCM. It is, however, ultimately the decision of the individual, her organization and her health care provider. All participants in PCM courses do so at their own risk with full knowledge of the course requirements and their own physical and health status.

Procedure:

- A) PCMA maintains that individuals who are pregnant not participate in PCM training as it poses too many potential risks. Additionally, staff members who are trained while pregnant are only going to become more vulnerable over the course of their pregnancy if they are required to intervene with extremely aggressive individuals.
- B) PCMA recommends that training be delayed until after the staff member's pregnancy. PCMA provides a grace period and an additional extension option to assist staff members in recertifying at a later time.
- C) Ultimately, the decision does not lie with PCMA, but with the individual to be trained, their doctor, and the facility they work for. If all parties agree that the individual should be trained, then PCMA strongly recommends that the pregnant staff member NOT be placed in the middle (in the role of student/client) in any of the PCM horizontal procedures.
- D) Anyone with questions should contact the PCMA Director of Program Development for further clarification.

Approval Signature:

Neal Fleisig, Executive Director