



ALMA MATER STUDIORUM – UNIVERSITA' DI BOLOGNA
SERVIZIO DI MEDICINA DEL LAVORO, DI PREVENZIONE E PROTEZIONE E DI FISICA SANITARIA
Unità Operativa di Medicina del Lavoro

**GUIDELINES FOR PROTECTING THE MATERNITY
OF STUDENTS AND OTHER SIMILAR UNIVERSITY WORKERS**

Purposes

These guidelines provide instructions to regulate the conditions for attendance of every educational and research activity in which there might be a risk for the pregnant student and similar worker in order to protect their maternity. To this regard, it is advisable (or mandatory if exposed to ionising radiation pursuant to Art. 8 of Decree 151/2001) that the interested party notify her state of pregnancy as soon as it is known, without prejudice to the conditions contained in Art. 20 of Decree 196/2003 (Data Protection Law).

If the interested party does not provide her data, or provides them late or incompletely, the proper and prompt implementation of the protective measures required by law may be jeopardised.

These guidelines implement the regulations and confirm that workers in a state of pregnancy, and up to the seventh month following childbirth, cannot be appointed to processes in which there is an exposure to chemical, physical (including radioactive) and biological agents that are dangerous and harmful for mother and child.

The University therefore prohibits women in a state of pregnancy, and up to the seventh month following childbirth, from accessing laboratories/premises/rooms where these risks reside.

Definitions:

Students: this term in these guidelines means students of the University of Bologna who are duly enrolled in the first cycle, second cycle, two-year master (other than medicine, for which there are specific guidelines), scientific specialisation and permanent and recurring advanced training, and doctorate programmes, insofar as they go to laboratories/clinics/learning, training, research or service rooms and, because of the activity specifically carried out, they are exposed to pregnancy risks, as pointed out in Decree 151/2001.

Similar workers: those who have been awarded research fellowships or scholarships or are attending graduates, contract researchers, or state examination candidates insofar as they go to laboratories/clinics/learning, training, research or service rooms and, because of the activity specifically carried out, they are exposed to pregnancy risks, as pointed out in Decree 151/2001.

Laboratories: according to these guidelines, they are places or rooms where learning, research, training, assistance and/or service activities are carried out with the use of machines, instruments, devices and work equipment, systems, prototypes or other technical equipment, or dangerous chemical substances or physical or biological agents (potential and deliberate, including zoonotic). They are also considered places or rooms where learning, research, assistance and/or service activities are carried out outside the built area of the site, such as archaeological, geologic, marine fields, experimental agricultural fields, crèches and nursery schools.

Head of the laboratory learning and research activity (RDRL): the person who carries out laboratory learning or research activities either alone or as group coordinator.



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General prohibition to go to laboratories

In connection with the provisions of Art. 7 and 11 of Decree 151/2001, and in consideration of the possible risks arising from accidental exposure, starting from the moment when the state of pregnancy is notified and up to the seventh month following childbirth students and other similar workers who carry out their activities in the presence of risks produced by physical agents, chemical agents, carcinogenic agents, mutagenic agents, teratogenic agents, anaesthetic agents, hazardous and unhealthy work, biological agents (due both to deliberate use and potential exposure, including zoonotic), remaining standing for over half time of a specific task, manual handling of loads and anything else described in the decree, identified in the Safety and Health of Working Mothers Document (required by Art. 18 of Decree 81/2008).

Special cases

- A) The prohibition extends to the seventh month following childbirth also in the case of activities involving the risk of contamination by radionuclides.
- B) Activities at night (from midnight to 6 a.m.) cannot be carried out from the time the state of pregnancy is confirmed until the child reaches the age of one; students and similar workers who are the mothers of a child under the age of three are not obliged to work nights.

Protecting maternity during the period of physiological pregnancy

The state of pregnancy must be reported using Annex 1 of these guidelines, together with the medical certificate signed by the gynaecologist. The documents are to be delivered to:

- Head of Department of the laboratory in question for students
- the Structure Heads (Heads of Department) or the RDRLs concerned for similar workers.

The student or worker must be immediately removed from the laboratories pursuant to Decree 151/2001 or, if possible, they must be assigned research tasks or alternative curricula/training that pose no risks for maternity.

If alternative learning and/or research activities that pose no risks for pregnancy and breastfeeding should be available, they must be reported in the specific Risk Assessment Document. In particular cases in which a specific assessment is required, the RDRL can report these activities in writing to the occupational health physician and the SPP for a joint assessment (Annex 3).



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Protection when returning from maternity leave and until the seventh month following childbirth and while breastfeeding

The same restrictions that apply during pregnancy basically apply up until the seventh month following childbirth. The student/similar worker cannot go to the laboratories unless alternative research or curricula are available.

Activities with exposure to ionising radiation are allowed provided they do not involve a risk of internal contamination (use of radionuclides).

Breastfeeding

According to the law, the restrictions and rules that apply during pregnancy apply up until the child is seven months old. If the student should express her intention to breastfeed the child also after the seventh month, the RDRL concerned will be entitled, if possible, to permit alternative activities that pose no risks to breastfeeding (meaning basically without chemical or biological risks).

Activities with exposure to ionising radiation are allowed provided they do not involve a risk of internal contamination (use of radionuclides).

Activities permitted

Activities allowed during pregnancy and breastfeeding are:

1. attend classroom courses (also during the mandatory maternity leave), with the possibility to frequently alternate positions;
2. carry out bibliographical research activity, data processing and drafting of texts in a study/office/library, with the continuous use of the VDT and with the possibility to autonomously manage breaks and/or working hours.

Final instructions

These guidelines must be made available to the student at the time she enrolls in any learning activity organised and/or managed by the University of Bologna and to the other similar workers when they then commence their activities.

At the time of matriculation using SOL, the student will examine the warnings form (Annex 2) on prohibiting women in a state of pregnancy and until the seventh month following childbirth access to the laboratories/premises/rooms where there is an exposure to chemical, physical (including radioactive) and biological agents that are dangerous and harmful for mother and child.

Authorised Occupational Health Physicians
University of Bologna

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Annex 1 **Notification of state of pregnancy**

To: Head of Department

The undersigned

born in _____ Prov./Country _____ on

residing in _____

at (street address) _____ no. _____

Student/ PhD student/ fellow/ _____ at

the Department/Centre/School _____

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her state of pregnancy (Decree 151/2001 "Consolidating Act on legislative provisions concerning the protection and support of maternity and paternity pursuant to Art. 15 of Law 53 of 8 March 2000).

She also undertakes to afterwards produce the birth certificate of her child or declaration thereof in lieu.

She annexes/ will supply as soon as possible _____ the medical certificate attesting to her pregnancy.

Date _____

Signature _____

Protection of personal data disclosure

Pursuant to Art. 13 of the Data Protection Law (Decree 196/2003), please note that the personal data (name and surname, address, phone number) and sensitive data (state of pregnancy) provided by the interested party shall be processed in paper and digital format in order to protect the safety and health of pregnant workers (Decree 151/2001 as amended and supplements) and in conformity with the Processing of Sensitive and Judicial Data Regulations of the University. The data will be processed by personnel specially appointed to the processing and by the Occupational Health Physician. The interested party may exercise her rights concerning her data provided for by Art. 7 of Decree 196/2003 (correction, update, addition, etc.) by submitting a request to the offices to which she supplied said data.



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Annex 2

Warnings: prohibition of women in a state of pregnancy and until the seventh month following childbirth to access the laboratories/premises/rooms where there is an exposure to chemical, physical (including radioactive) and biological agents that are dangerous and harmful for mother and child.

To: STUDENTS WHO ENROL IN ANY LEARNING ACTIVITY ORGANISED AND/OR MANAGED BY THE UNIVERSITY OF BOLOGNA, and the other SIMILAR WORKERS OF THE UNIVERSITY OF BOLOGNA

National legislation in force (Decree 151 of 26 March 2001) on the subject of protection and support of maternity and paternity prohibits workers in a state of pregnancy and until the seventh month following childbirth to perform work where chemical, physical (including radioactive) and biological agents dangerous and harmful for mother and child are used.

This provision has been reconfirmed by national legislation on occupational health and safety (Decree 81/2008).

The University of Bologna implements the regulations and confirms that workers in a state of pregnancy, and up to the seventh month following childbirth, cannot be appointed to processes in which physical, chemical and biological agents that are dangerous and harmful for mother and child are used.

In consideration of the fact that students of any order and rank are similar to workers, the University prohibits women in a state of pregnancy, and up to the seventh month following childbirth, from accessing laboratories/rooms where dangerous and harmful chemical, physical and biological agents are used unless the individual Heads of Learning and Research provided other instructions, if possible, which allow the learning or research activity to be continued without risk for pregnancy and breastfeeding.

The student/worker has examined the prohibition of women in a state of pregnancy and until the seventh month following childbirth to access the laboratories/premises/rooms where there is an exposure to chemical, physical (including radioactive) and biological agents that are dangerous and harmful for mother and child.



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Annex 3. To be filled in by the Head/Tutor/RDRL

Letterhead

To the occupational health physician
O.U. Occupational Medicine
*Occupational Medicine, Prevention, Protection
and Health Physics Services*
Via P. Palagi, 9
40138 Bologna

Re: Proposal of an alternative work plan to protect the pregnant worker

Signature of the Head/RDRL
