

**POLICY - 2.12.6 - MATERNITY**  
**SCOPE - FEMALE EMPLOYEES**

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Disability or illness caused by pregnancy will be treated the same as any other temporary physical condition requiring time off from work.

An expectant mother may continue to work as long as she performs her assigned job satisfactorily, attends work regularly, and is physically able to perform her job. She should leave work when her doctor advises her to do so; and her leave should be coordinated with her supervisor. The portion of her leave during which she is unable to work for physical reasons will be covered under the District's standard employee sick pay or disability pay programs.

Additional unpaid personal leave, up to three months, may be arranged with the Fire Chief's approval, where work circumstances permit.