






PREGNANCY LOSS WORKPLACE POLICY TOOLKIT

INFORMATION FOR THE EMPLOYER



PREGNANCY LOSS DEFINED

There are many types of pregnancy losses, while miscarriages are the most common of pregnancy losses, it also includes abortion, stillbirths, and fatal diagnosis. Be sure you consult with your state laws when applying language in your policy.

-  **Failed transfer or insemination-** When a failed transfer of the embryo fails to result in a lasting pregnancy
-  **Ectopic Pregnancy-** occurs when a fertilized egg attaches itself to a place other than the uterus. It commonly occurs within the fallopian tubes.
-  **Miscarriage-** as a spontaneous expulsion of a human fetus before it is viable and especially between the 12th and 27th weeks of gestation.
-  **Abortion-** the termination of a pregnancy after accompanied by resulting in, or closely followed by the death of the embryo or fetus.
-  **Stillbirth -** the birth of a dead fetus; and a fatal diagnosis is a pregnancy in which a baby may perish prior to or shortly after birth due to an irreversible illness.

1 Why include pregnancy loss?

1 in 4 women will experience a loss of a baby during pregnancy, delivery, or infancy. A person experiencing such a loss (whether the person carrying or the other involved person(s) doesn't often disclose they lost a baby. Pregnancy loss is a traumatic, multilayer, difficult, and emotional process that can affect the mental health of the family unit and/or involved parties (i.e adoptive parents). Those who have experienced this type of loss may have experienced anxiety, depression, suicidal ideation.

Having a workplace policy language that persons involved during this process can make the grieving process less worrisome; it also expresses to the employee that their loss matters.

2 How pregnancy loss may affect the employee at work.

"Studies have shown that most employees returned to work after only a few days of leave, bereavement grief could be having a major although largely unrecognizable or unacknowledged impact on organizations". (Wilson et al, 2021)

- Work performance can decrease due to the mental health of the employee after experiencing a pregnancy loss
- Suffer in Silence- employees experiencing pregnancy loss can become burnt out due to holding emotions inside because of the stress from the lack of support and bereavement time the job provides them.

PREGNANCY LOSS WORKPLACE POLICY TOOLKIT

INFORMATION FOR THE EMPLOYER



1 What language to include?

- **Confidentiality**- sharing the news of pregnancy loss with other staff and management without the employee's consent. Ex. the employee will advise their supervisor if the information of their loss will be shared among staff and the organization.
- **Terms**- defining these terms in the policy allows for clarification. You can also state that these terms can be adjusted.
 - Pregnancy loss**- terms defined on the front page.
 - Persons experiencing loss** employee" "partner" "surrogate" If adding an addendum to the existing bereavement time make sure to include and define the term "pregnancy loss".
- **State laws**- If your organization or business requires a death certificate as proof of loss, be mindful that some states only recognize a fetus born after 20 weeks of gestation to get a death certificate. The issue here is that whether you are at 6 weeks, 10 weeks, or 20 weeks and more there was still a loss that occurred and that a person carrying a baby may have to have a surgical procedure is done that will require time off.

2 Language- Amount of time off

More and more companies are adopting "better parental leave" for their employees that are experiencing grief. In 2017 Facebook doubled the amount of time to include 20 days paid leave for the loss of immediate family members and 10 days for extended family members. Ultimately, it is up to the employer's discretion to the amount of time off.

- If the employer decides to use their standard time under the bereavement policy, be mindful that a person undertaking this type of loss needs additional time for medical procedures and recovery time. Add in that time can be used at the employee's discretion and not all at one time.
- The employee can discuss with their manager if additional time is needed or workplace provisions can be made (i.e. work from home temporarily or workload can be adjusted).

For more information or questions contact
Leilani Yizar-Reid- riverrise18@gmail.com