

Employment Short Term Disability Pregnancy Policy Template

1. Purpose:

This policy outlines the procedures and guidelines for employees who require short-term disability due to pregnancy-related issues.

2. Eligibility:

Employees who are pregnant and experiencing medical complications that prevent them from performing their job duties may be eligible for short-term disability benefits.

3. Notification:

Employees must notify their supervisor and HR department as soon as they become aware of their need for short-term disability due to pregnancy. This notification should include the expected start date of the disability leave.

4. Documentation:

Employees must provide medical documentation from their healthcare provider confirming the need for short-term disability due to pregnancy-related issues.

5. Duration:

Short-term disability benefits for pregnancy-related issues will be provided for the duration specified by the employee's healthcare provider. Extensions may be granted based on medical necessity.

6. Return to Work:

Employees must provide medical clearance from their healthcare provider before returning to work after a short-term disability leave due to pregnancy.

7. Confidentiality:

All medical information related to short-term disability due to pregnancy will be kept confidential in accordance with HIPAA regulations.

8. Compliance:

Employees must comply with all company policies and procedures while on short-term disability leave due to pregnancy.

9. Resources:

Employees can refer to the Family and Medical Leave Act (FMLA) and the company's employee handbook for additional information on pregnancy-related short-term disability benefits.

For more information on short-term disability benefits for pregnancy-related issues, please refer to the Department of Labor's website: <https://www.dol.gov/>].