

**PERSONNEL POLICIES AND GUIDELINES  
CITY OF CLAY CENTER, KANSAS**

**ARTICLE M. WORKER SAFETY**

**M-1. General Safety.** All Employees are required to wear appropriate safety equipment and follow appropriate safety precautions according to City and/or Departmental policy at all times. Failure to comply with safety policies may result in disciplinary action.

**M-2. Reproductive Health.** Whenever there is substantial and unreasonable risk to the reproductive health of an Employee or to the health of a pregnant Employee due to working conditions or environment, and that risk is determined by medical evidence presented to the City, the Department Head shall attempt to reduce or eliminate the risk to the Employee through an employment action that is the least disruptive to the Employee and Employer, such as a change in job responsibilities, transfer, or authorized leave of absence.