

Parental leave

Maternity leave

Residency Programs are required to implement Parental leave policies for Residents/Fellows. Each Program's Parental leave plan must:

- a. Safeguard the health of the mother and infant;
- b. Assure that the Resident/Fellow fulfills all education requirements; and,
- c. Assure that patient care is uninterrupted by the Resident's/Fellow's absence.

A Resident/Fellow will not be allowed more than four (4)* calendar weeks per year away from the Residency/Fellowship without make up of that time to be eligible to take the Board exam.

Pregnant Resident/Fellows must be allowed the same sick leave or disability benefits as other Resident/Fellows who are ill or disabled (1979 Amendment to the Civil Rights Act of 1964).

The duration of maternity leave for the Resident/Fellow should be based on the written recommendation of the physician(s) caring for the Resident/Fellow and infant. The duration of the paid leave time is recommended to be made up of sick leave and vacation, which may be up to four (4)* calendar weeks per year. Additional leave time would have to be made up by extending Residency/Fellowship training. A disability program should cover the additional leave time, if medically indicated.

Residency/Fellowship programs are encouraged to allow Resident/Fellows to design home study or reading electives that comply with each department's Residency/Fellowship requirements, around the estimated delivery date (EDD) or after delivery to minimize the time needed away from the Residency/Fellowship.

The pregnant Resident/Fellow should notify the Program Director and those responsible for the scheduling of rotations and call as soon as pregnancy is confirmed. Efforts should be made to schedule the most demanding rotations earlier in pregnancy, allowing for the least strenuous rotations to be performed around the time of the Resident/Fellow's EDD.

Resident/Fellows should be able to return to the Residency/Fellowship after leave without loss of training status.

Paternity leave

The duration of paid leave time for a father is recommended to be made up of sick leave and vacation, which may be up to four (4)* calendar weeks per year. Additional leave time would have to be made up by extending Residency/Fellowship training. The

Resident/Fellow must notify the Program Director and those responsible for the scheduling of rotations and call as soon as pregnancy is confirmed to allow for the adjustment of schedules around the time of the spouse's EDD. The father should be given time off while the mother is in labor.

With the proper advance notice required for adjustments of schedules, Resident/Fellows should be able to return to the Residency/Fellowship after leave without loss of training status.

Adoption leave

The duration of paid leave time for an adoptive parent is recommended to be made up of sick leave and vacation, which may be up to four (4)* calendar weeks per year. Additional leave time would have to be made up by extending Residency/Fellowship training.

The adoptive parent should inform the Program Director and those responsible for the scheduling of rotations and call as soon as the time of adoption, even if only approximate, is known. Coverage of responsibilities during leave should be arranged as early as possible, with confirmation as soon as definite dates are known.

* Four (4) calendar weeks includes annual sick leave and vacation.

Adopted by the GMEC April 1994