

POLICY TITLE: *Parental Leave/Accommodations Policy*

APPROVAL DATE: *May 2, 2019*

RESPONSIBLE DEPARTMENT: *Office of Student Affairs*

APPLIES TO: *All Students*

## POLICY STATEMENT

The University of Cincinnati College of Medicine (UCCOM) acknowledges the importance of family growth and supports all students (male, female, gender non-conforming) who are both birth and non- birth adopting parents (including stepparents and guardians). Given the demands of parenting, modification to medical school curriculum and timeline for completion may be necessary. When parental leave or accommodations are needed, UCCOM will strive to provide flexibility for completion of curricular requirements using the following core principles during pregnancy, postpartum, and the child-rearing years:

1. Each parental leave and accommodation request will be considered on an individual basis. Students should discuss their request with the Office of Student Affairs. Student Affairs and the Performance and Advancement Committee (PAC) will provide guidance as to whether the request will need to have formal approval by the PAC.
2. Illness of the student's child, requiring the student to miss minimal class or clinical work, is comparable to the student being ill themselves. Refer to the Attendance and Absences Policy in the Student Handbook.
3. When extended parental leave (more than 5 business days in M3/4 or more than 2 weeks in M1/2) is anticipated, the student is referred to the Leave of Absence Policy in the Student Handbook.
4. In planning for a parental leave, the Associate Dean for Student Affairs or designee will refer the student to the Office of Financial Services and the Registrar, prior to submission of the Medical Student Status Form (MSSF), to discuss any impact on their tuition/loans and on their curricular progression to meet graduation requirements.
5. It may be possible to arrange accommodations without changing the graduation date, provided all UCCOM graduation requirements are met; however, this determination will be made on a case-by-case basis.

### **Lactation Support**

1. If a student requires space/time for breast pumping and related activities, they will notify the clerkship/elective director who will then notify the necessary clinical site director.
2. UCCOM and UC Health have lactation rooms available for student/employee use. The student may also use call rooms with locking doors for this purpose. Working together, the student and clinical site director will find a location on the unit for pumped milk storage. The following locations may be used by students assigned to UC COM or UCMC:
  - a. Health Sciences Library (during library hours) – Two areas in private room with privacy screen and storage fridge. Obtain key from Circulation Desk
  - b. UCMC has two designated areas for breast pumping:
    - i. Third floor lactation room near L&D and postpartum. Four areas with privacy screens, breast pumps, and fridge. The door is unlocked, so please knock before entering.
    - ii. Main hospital lobby - Two private Mamava pods.
3. An MSSF form is not needed for breast pumping sessions.

### **University of Cincinnati Title IX Policies**

1. Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs or activities. This prohibition includes discrimination against pregnant and parenting students.
2. Students with additional questions may refer to the University of Cincinnati Title IX site at <https://www.uc.edu/titleix/Resources/pregnancy-parenting.html>
3. Additional questions not addressed at this site may be forwarded to:

#### **Title IX Office**

3rd floor, 3115 Edwards 1

45 Corry Blvd.

Cincinnati, OH

45221-0158

(513) 556-3349

**[titleix@uc.edu](mailto:titleix@uc.edu)**

**[www.uc.edu/titleix](http://www.uc.edu/titleix)**