

# Parental Support with Time Off

Any student who is requesting parental time off for the birth or adoption of a child must discuss their plan at least 3 months prior to the adoption or due date with the designated Dean (based on the curricular phase when the time off will occur) or Program Director for approval.

No written policy can cover all contingencies and unique circumstances, and the supportive approach will differ depending on the phase of the program in which the pregnancy and birth or adoption occur. These are **guidelines** that are a starting point for discussion of individual circumstances.

- **Didactic/Pre-clinical phase:** time off during this period will typically require a 12-month absence in order to resume coursework where studies were left off, but this will vary by program. Students can use the period off to either engage in an approved scholarly project (1 month of which may count toward Discovery in the MD program), other curricular components, or take an approved medical leave of absence. Time off during this phase may result in a delayed graduation date.
- **Clinical phase:** students will pause clerkships/rotations during their time off and can return to complete the clinical phase. Depending on the amount of time off, the scheduled graduation date may be delayed, and students will be placed in Graduate Residence status or take an approved medical leave of absence.
- **Research/Scholarship:** students on dedicated research/scholarship rotations or phases must discuss with program leadership to determine if course requirements can still be met while on parental leave. Students may still be able to receive course credit as long as all course requirements and deadlines are met. Depending on the amount of time off, the scheduled graduation date may be delayed.
- **Special accommodations during pregnancy:** As defined by ADA and Title IX, pregnancy is not a disability. As such, any special and reasonable didactic or clinical accommodation needed for students will need to be discussed with the appropriate Dean or Program Director and may require a medical leave of absence.

During approved time off, the student is required to maintain timely communication with their program. This includes monitoring his/her Emory email address and staying connected with the designated Dean/Program Director. Communication should include anticipated return-to-school dates and may require approval of the student's health care provider.

**Last modified:** 2/9/2024