

PARENTAL LEAVE ([See Appendix A for Policy](#))

Residents/fellows requesting maternity/paternity leave must first use their sick time and vacation time. Women on maternity leave who qualify may also use up to 90 days of paid [medical leave \(short-term disability\)](#) for serious health conditions or for temporary disabilities associated with pregnancy, childbirth, and related medical conditions.

Paternity leave is also available to the delivering resident/fellow's partner and must follow the same principles of using time.

The resident/fellow requesting maternity/paternity leave may be eligible for additional unpaid leave under [Family Leave](#) (see policy for details).

The resident/fellow must submit a provider's note for the maternity/paternity leave. The resident/fellow must inform their program director as soon as possible of likelihood of maternity/paternity leave but with a minimum of three months notice.

Revised 3/16, 5/17, 4/19