

General Surgery Residency Program  
Pregnancy Policy  
7/2015

The Department of General Surgery will support any resident who becomes pregnant during her residency and will facilitate her successful completion of the residency program. Specific procedures and expectations are outlined below:

Prior to Maternity Leave:

1. The resident should make an effort to schedule medical appointments at a time that is least disruptive to her service. However, we recognize that this is not always possible. Residents will always be excused from duty for medical appointments. Safe patient handoff to a fellow resident must be arranged prior to any appointment.
2. Prior to the beginning of maternity leave, clinical duties continue as scheduled unless medically contraindicated, as documented by a letter from the resident's physician. If adjustments to responsibilities or schedule are medically necessary, those needs will be accommodated.

Maternity Leave:

1. The beginning of maternity leave is to be determined by the resident in conjunction with her physician. The resident must notify the program as soon as possible of the anticipated leave date and immediately upon officially beginning leave. Program notification should include an email or phone call to the Program Director or Associate Program Director
2. Length of maternity leave is to be determined by the resident, per the Family Medical Leave Act (FMLA). In the absence of complications, the maximum length is 12 weeks. The resident should notify the program when she wishes to return.

Effect of Maternity Leave on Length of Residency:

1. Length of residency is determined by the American Board of Surgery (ABS) regulations. These policies are subject to change if ABS regulations change.
2. The American Board of Surgery requires that, in general a resident must complete 48 weeks per each year of residency training. In the event of maternity or other medical leave, a resident may have 46 weeks during only one of the first three years of residency and 46 weeks during only one of the last two years of residency. Vacation and sick leave are included in the time absent.
3. Therefore, if a resident is gone more than 6 weeks in the year that maternity leave is taken, that year of residency must be extended for the number of weeks absent greater than 6. This leave includes vacation, interviews, conferences, maternity leave, and other sick leave.

Pay During Maternity Leave:

1. Regulations for pay during maternity leave will comply with institutional rules. These policies are subject to change if institutional rules change.
2. Paid vacation time may be used for maternity leave. Vacation time does not roll over from one year to the next.
3. Residents are allowed one week (5 days) of paid sick leave yearly. Therefore, a PGY 1 resident has 1 week accumulated. A PGY 3 would have accumulated 3 weeks.
4. Any leave beyond unused vacation time and sick leave is unpaid.