

<p><b>This Policy Applies to:</b></p> <p>Department of Surgery House Staff</p>	<p><b>Last Approval Date:</b> May 2021</p>
<p><b>Name of Policy:</b></p> <p>Stanford Surgery Parental Leave Policy in The Professional Development Years</p>	<p><b>Reference to AWS &amp; ABMS Policies:</b></p> <p><a href="#">AWS Maternity Leave Policy for Surgical Residents</a></p> <p><a href="#">American Board of Medical Specialties Policy on Parental, Caregiver and Medical Leave During Training</a></p>

1. This policy applies to both birthing and non-birthing parents included in the PD call pool.
  - a. Note: that funding source during leave time may differ between birthing and non-birthing residents based on the availability of various leave types (e.g., Family Medical Leave Act vs. Pregnancy Disability Leave)
2. 6-8 weeks of parental leave depending on method of delivery for both birthing and non-birthing parents stipulated by the following:
  - a. 6 weeks for vaginal birth or adoption
  - b. 8 weeks for cesarean
3. The remaining residents in the call pool will not work more than the agreed upon 24 hours of call in a 4-week period (averaged over the course of 1 year) in the event that one or more residents takes parental leave. If a resident taking leave results in uncovered shifts, the department will take responsibility for coverage of those shifts.
4. The parental leave resident will not be made to “make up” shifts based on parental leave.
5. The resident taking leave will make efforts to alert the program as early as reasonable (ideally at the end of the first trimester) to facilitate securing necessary infrastructure during the time of parental leave.
  - a. Such information will remain confidential.
  - b. The resident will follow up with the program in the second trimester to confirm expected timing and duration of leave.
6. Extenuating circumstances outside of a normal uncomplicated pregnancy and birth may affect the duration of leave will be handled on an individual basis. Examples:
  - a. Bed rest in the prenatal period prescribed by resident’s physician
  - b. NICU admission for the child
7. Details of calculating call
  - a. Call will be reduced proportional to weeks of leave taken, specific to the number of residents in the call pool during any given academic year.
  - b. In calculating the appropriate number of shifts to reduce for the parental leave resident, any fractional number of 12 hours shifts will be rounded to the nearest whole number according to standard mathematical rules.
    - i. E.g., if a resident is to be reduced by 2.3 12 hour shifts, it becomes 2 shifts same as if they were to be reduced by 2.01 shifts. Likewise, if they are to be reduced by 2.5 shifts, it becomes 3.

## References:

1. AWS Maternity Leave Policy for Surgical Residents. [https://cdn.ymaws.com/womensurgeons.site-ym.com/resource/resmgr/docs/Resource\\_Library/ResidentPolicy.pdf](https://cdn.ymaws.com/womensurgeons.site-ym.com/resource/resmgr/docs/Resource_Library/ResidentPolicy.pdf)
2. American Board of Medical Specialties Policy on Parental, Caregiver and Medical Leave During Training. <https://www.abms.org/policies/parental-leave/>
3. Christin Giordano McAuliffe, Kristy L. Rialon, Dustin M. Hipp, Kate B. Krucoff; Multispecialty Resident Perspectives on Parental Leave Policies. *J Grad Med Educ* 1 June 2019; 11 (3): 362–364. doi: <https://doi.org/10.4300/JGME-D-19-00231.1>
4. Altieri MS, Salles A, Bevilacqua LA, et al. Perceptions of Surgery Residents About Parental Leave During Training. *JAMA Surg.* 2019;154(10):952–958. doi:10.1001/jamasurg.2019.2985
5. Rangel EL, Lyu H, Haider AH, Castillo-Angeles M, Doherty GM, Smink DS. Factors Associated With Residency and Career Dissatisfaction in Childbearing Surgical Residents. *JAMA Surg.* 2018;153(11):1004–1011. doi:10.1001/jamasurg.2018.2571
6. Rangel EL, Smink DS, Castillo-Angeles M, et al. Pregnancy and Motherhood During Surgical Training. *JAMA Surg.* 2018;153(7):644–652. doi:10.1001/jamasurg.2018.0153
7. Sandler BJ, Tackett JJ, Longo WE, Yoo PS. Pregnancy and Parenthood among Surgery Residents: Results of the First Nationwide Survey of General Surgery Residency Program Directors. *J Am Coll Surg.* 2016 Jun;222(6):1090-6. doi: 10.1016/j.jamcollsurg.2015.12.004. Epub 2015 Dec 18. PMID: 26776357.
8. Garza, Rebecca, Weston, Jane, Furnas, Heather. Pregnancy and the Plastic Surgery Resident. *Plast Reconstr Surg.* 2017;139(1):245-252. doi:10.1097/PRS.0000000000002861.
9. Humphries, Laura, Butz, Daniel, Song, David. Discussion: Pregnancy and the Plastic Surgery Resident. *Plast Reconstr Surg.* 2017;139(1):253-255. doi:10.1097/PRS.0000000000002862.
10. Magudia K, Bick A, Cohen J, et al. Childbearing and Family Leave Policies for Resident Physicians at Top Training Institutions. *JAMA.* 2018;320(22):2372–2374. doi:10.1001/jama.2018.14414
11. Parental Leave for Residents and Pediatric Training Programs. Section on Medical Students, Residents, and Fellowship Trainees, Committee on Early Childhood. *Pediatrics* Feb 2013, 131 (2) 387-390; doi: 10.1542/peds.2012-3542