Parental Leave Policy

Definition

This policy provides advice and guidance to enrolled students of the School of Dentistry ("the School") who become pregnant during their studies, whose partner becomes pregnant, and those who become parents through adoption or foster care. It covers the School's approach regarding student pregnancy, maternity, paternity and adoption/foster care leave in accordance with California Education Code Section 66281.7. The School must excuse students' absences due to pregnancy or any related conditions for as long as the doctor says it is necessary for the student to be absent. Upon the student's return, they must be reinstated to the status which was held before the leave began. If a student wants to take off more time than the doctor says is medically necessary, they will need to consult the University’s Leave of Absence Policy and the SOD Withdrawal and Leave of Absence Policy.

The University has an obligation to provide appropriate support to pregnant students, students whose partner becomes pregnant, and those who become parents through adoption or foster care. Moreover, the School believes that becoming a parent or caring for a child should not, in itself, prevent any student from succeeding in their studies. The school is committed to being as flexible as possible to ensure that no student is disadvantaged due to the above, while ensuring academic standards are not compromised.

Parental Rights

A graduate student who chooses to take a leave of absence because she is pregnant or has recently given birth shall be allowed a period consistent with the policies of the post-secondary educational institution, or a period of 12 additional months, whichever period is longer, to prepare for and take preliminary and qualifying examinations and an extension of at least 12 months toward normative time to degree while in candidacy for a graduate degree, unless a longer extension is medically necessary. An enrolled graduate student in good academic standing, who chooses to take a leave of absence because she is pregnant or has recently given birth, shall return to her program in good academic standing. Students who request medically necessary accommodations for pregnancy-related conditions should contact Students Disability Services.

An enrolled student who is not the birth parent and who chooses to take a leave of absence because of the birth of his or her child shall be allowed a period consistent with the policies of the post-secondary educational institution, or a period of one month, whichever period is longer, to prepare for and take preliminary and qualifying examinations, and an extension of at least one month toward normative time to degree while in candidacy for a graduate degree, unless a longer period or extension is medically necessary to care for his or her partner or their child. An enrolled student in good academic standing who is not the birth parent and who chooses to take a leave of absence because of the birth of his or her child shall return to his or her program in good academic standing following a leave period. This includes any student whose partner is expecting a child or who adopts or initiates foster care for a child, and may include time off for medical appointments prior to and after birth, as well as a period of parental support leave immediately following birth. Students who request medically necessary accommodations for pregnancy-related conditions should contact Students Disability Services.

Implementation

Predoctoral dental students must follow the procedures outlined in the Short Term Leave of Absence Procedures.