NORTHWESTERN UNIVERSITY FEINBERG SCHOOL OF MEDICINE
DEPARTMENT OF SURGERY
POLICIES & PROCEDURES

Resident Maternity and Parental Leave Policy
Updated February 9, 2017

PURPOSE
To clarify the maternity and paternity leave policy specific to the General Surgery Residency Program.

PERSONS INVOLVED
Any Categorical General Surgery Resident

PROCEDURES
To access the McGaw Maternal and Parental Leave policies, please visit:
http://mcgaw.northwestern.edu/benefits-resources/benefits/leave.html

Specific to residents in the General Surgery Program, maternity and parental leave is subject to additional requirements from the American Board of Surgery (ABS), detailed below.

Maternity Leave: Per the ABS, individuals are entitled to take an additional two weeks off during the first three years of residency and an additional two weeks off during the last two years of residency for documented medical conditions, including pregnancy and delivery. The ABS does not require approval for this option. The ABS leave policy can be found here: http://www.absurgery.org/default.jsp?policygsleave

Vacation time may be used for maternity leave as well, but must be in compliance with the ABS requirements regarding the number of weeks of clinical activity required per year of residency (http://www.absurgery.org/default.jsp?policygsleave). If a resident would like to carry over vacation from one year to the next per the board's policy, approval must be obtained from the Program Director and DIO.

If a resident wishes to take additional time off for maternity leave outside of the two weeks provided by the ABS and the individual's allotted vacation time, prior written approval from the ABS is required. Taking additional time off may result in a delay in finishing training.

Parental Leave:
Parental leave is not covered by the ABS policy for time off for documented medical conditions. If a resident wishes to take time off for parental leave, vacation time may be used. Additionally, McGaw does allow for two weeks (14 days) of paid parental leave, but doing so requires ABS approval and may result in a delay in finishing training.