



Policy: UGME Accommodation for Pregnancy, Pregnancy-Related Conditions and/or Parenting Policy

Approved By: MDCM Program Committee

Approved On: September 13, 2021

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Purpose: Outlines the policy for MDCM students in need of family planning accommodations

Preamble

MDCM Program respects the diversity of family structures and recognizes the need to support students currently experiencing pregnancy, pregnancy-related conditions and/or parenting.

Guiding Principles

1. The MDCM Program acknowledges that families include all genders, sexualities and constructs.
2. Pregnancy and parenthood are personal decisions, therefore opinions and/or comments concerning pregnant students or student parents can be offensive, judgmental and in violation of our [Faculty of Medicine and Health Sciences Code of Conduct](#). Any discrimination is strictly against the Faculty Code of Conduct. A student experiencing stigma or mistreatment should consult the [Office for Respectful Environments](#) (ORE).
3. This current policy and the [Medium & Long-Term Absences Policy](#) outline the pregnancy and parental leaves available to all students in the MDCM Program.
4. While this current policy, the [Medium & Long-Term Absences Policy](#) and [Assessment and Promotion Policy](#) outline that it is possible to delay graduation to accommodate pregnancy, lactation or childcare, students must complete their medical training within 7 years as well as a minimum of 75% of each course.
5. As with any medical information, students have the option to disclose family planning or not.
 - 5.1. For health and safety reasons, there are instances when disclosing family planning may be beneficial for a student as certain accommodations may be possible.
 - 5.2. Please consult the [CNESST](#) & [INSPQ](#) for more information and guidelines on pregnant healthcare workers.



6. UGME recognizes that pregnancy during clinical exposure and rotations may present challenges. It may therefore be beneficial to have pregnancy-related accommodations to enable the student to meet course objectives with minimal interruption.
7. The [Office of Medical Learner Affairs](#) offers confidential, non-judgmental, and timely support and counsel for pregnant students, student parents, and students considering family planning.
8. This policy adheres to the articles outlined in [Loi visant à assurer la protection des stagiaires en milieu de travail](#).

Policy

1. Pregnancy and Pregnancy-Related Conditions

1.1. General

The Assistant Dean, Student Affairs and the Director, Student Affairs, Campus Outaouais, coordinate accommodations for pregnant students who self-declare their status.

1.2. Accommodations for Anatomy Labs

During Anatomy lab, pregnant students or those anticipating conception will need to take precautions including the use of a ventilation mask. The student must notify both the Director of the Division of Anatomy and the Office of Medical Learner Affairs of their need for a respirator and [book a mask fit-test appointment with EHS](#). Following the fit-test, the student must provide proof of completion of the test to the Director of the Division of Anatomy after which anatomy technical staff will provide them with an appropriate size mask and cartilage filters.

For information on funding or financial aid related to the cost of these masks, please contact the [Office of Medical Learner Affairs](#).

1.3. Accommodations for clinical exposure and rotations:

1.3.1. As the planning for relief from call and for alternate educational experiences takes time and resources, and given that the Med 3 and 4 schedules are made 12 to 18 months in advance, it is highly recommended and encouraged that the Office of Medical Learner Affairs be notified of the pregnancy as early as possible to best support the pregnant student with required accommodations.

1.3.2. On-Call Expectation: Students who are pregnant will be excused from overnight call or overnight shift work from the 20th week of gestation onward. For educational experiences that are call-dependent, the Site Director will be responsible for ensuring that alternate educational experiences are made available to the student.



1.3.3. Clinical Rotations: To avoid exposure to certain gases used as treatment in the ER or OR, or to certain infectious diseases that are harmful in pregnancy, rotations may be modified or moved to another time to ensure the safety of the pregnant student.

1.3.3.1. Accommodations will follow the [CNESST Preventative Withdrawal Policy](#) with respect to non-immunity (e.g. non-immunity to parvovirus). This process is student-driven and optional but will require documentation from treating physicians. For example, exposure to children with fever may need to be limited at the advice of the student's treating physician.

1.3.4. After 32 weeks' gestation: Pregnant students in the operating room should be able to rest after 2 hours of prolonged standing.

1.3.5. If such accommodations are not possible, UGME may change the sequences of the pregnant student's clinical courses.

1.4. Other Pregnancy-Related Accommodations

1.4.1. A student facing a complicated pregnancy requiring additional accommodations not outlined in sections A, B, or C should meet with the Assistant Dean, Student Affairs to develop an accommodation plan. A medical note will be required.

1.4.2. In case of an outbreak or pandemic, additional accommodations may be recommended by Public Health and Governmental authorities or by the hospital's Office of Health and Safety to ensure the health and safety of the pregnant student.

1.4.3. As per la Loi visant à assurer la protection des stagiaires en milieu de travail, a student facing issues relating to miscarriage or pregnancy termination in or after the twentieth week of pregnancy may be absent for five days. This leave may be divided into days at the request of the student. It may not be taken more than 15 days after the termination of pregnancy. Students who require an absence for the aforementioned reasons should contact the Assistant Dean, Student Affairs. Additionally, the [Office of Medical Learner Affairs](#) offers counselling services.

1.4.4. A student may be absent for a medical examination related to their pregnancy. The student must follow the procedures outlined in the [Short-Term Absences Policy](#) regarding the Healthcare Appointment category.



2. Parental Leave

2.1. Medium-term leave

- 2.1.1.** Within 3 weeks of the birth/adoption of a child, a student may be excused for up to 7 consecutive days. In addition to this medium-term leave, a student may request a long-term leave of absence.

2.2. Long-term leave

- 2.2.1.** In addition to the short or medium-term leave taken at the time of birth/adoption of a new child, a leave may be granted for up to one year for parenthood. Should the student request a prolongation beyond one year, the MDCM Program reserves the right to require medical documentation from the student's or child's physician.

- 2.3.** The student should meet with the Associate Dean, UGME no less than 60 days in advance of the anticipated birth/adoption date to plan for the leaves outlined above.

3. Parenthood or Student Parents

3.1. General

- 3.1.1.** Student parents are entitled to up to **5 additional days off** to meet the care needs of their child or the child of the student's spouse, divided between Sick days and Healthcare Appointments or Urgent Crises.

- 3.1.2.** Student parents are eligible to have priority placement at Rural Family Medicine sites that are within daily driving distances of Montreal.

- 3.1.2.1.** Student parents must request this within the UGME deadlines for clerkship scheduling.

- 3.1.3.** To access the above accommodations for Student Parents, students can inquire directly with the Student Records Officer. Official documentation such as a child's birth certificate or adoption certificate will be required when the initial request will be made.

3.2. Breastfeeding

- 3.3.** <https://www.mcgill.ca/schoolofmedicine-learneraffairs/> With advance notice, breastfeeding mothers are eligible for priority placement at rural Family Medicine sites.

- 3.3.1.** The Assistant Dean, Student Affairs and the Director, Student Affairs, Campus Outaouais will assist students in organizing lactation rooms and a break schedule at clinical sites.



Resources

1. [Office of Medical Learner Affairs](#)
2. [McGill University Family Care](#)
3. [McGill University Student Parents](#)
4. List of nursing room locations on campus:
 - The Office of Medical Learner Affairs provides a comfortable space for learners to breastfeed or pump milk in the [Meredith Annex](#).
 - [Thomson House](#) also has a Nursing Room available on the 4th floor. Ask any staff member and they can show you where the room is and provide you with the door key code. The room is equipped with a large comfortable chair, a table, and toys, and is conveniently located near the washroom with a change table.
 - The SSMU building (also known as the William Shatner building) is also breastfeeding friendly.
 - At Campus Outaouais, a nursing room can be found on the 1st floor at the GMF-U.

Special Mention

This UGME policy was written in collaboration with the Office of Medical Learner Affairs and the MSS Equity representatives, and in consideration of current evidenced-based practices