

## **Childbirth Accommodation Policy**

Approved 4/11/08

The Physics Department is committed to ensuring that no pregnant woman is subject to discrimination. The goal of this Childbirth Accommodation Policy is to provide a climate of support for pregnant women research assistants and postdoctoral researchers who are employees-in-training in the Department of Physics at UW-Wisconsin.

### **Consultation to ensure a safe pregnancy while progressing in research**

The Physics Department is committed to ensuring a safe and productive working environment for pregnant researchers (research assistants and postdocs). To this end it is essential that the expectant mother, her research advisor, the department administrator, and the department chair meet at an early stage to review and plan.

As soon as possible, the researcher should disclose a pregnancy, on a highly confidential basis, to the research advisor, the department chair, and the department administrator so that a planning meeting can be arranged. The researcher, the research advisor, the department chair and the department administrator will look for safe ways to progress towards the PhD or to continue postdoctoral research during pregnancy, and to implement any necessary work accommodations. It is recognized that each case may be different and that creative problem solving may be required. At this time also, it is essential that the researcher consult with the department benefits coordinator to ensure appropriate arrangements have been made for health insurance and maintenance of visa status. Researchers will be encouraged to confer with campus resources to plan for post childbirth services and assistance outside the scope of the departmental responsibilities.

The department administrator will provide a written summary of the plan to all concerned.

### **Paid Accommodation Time, Requirement Extension**

This component of the Policy is designed to ameliorate possible temporary financial and academic hardship associated childbirth.

The Physics Department will insure an expectant graduate research assistant or postdoc mother may receive six weeks of paid accommodation time surrounding childbirth. The researcher must apply to the department administrator for review of pay accommodation, ideally six months prior to the expected delivery date. If the application is after the initial accommodation meeting, an additional meeting of the researcher, the research advisor, the department chair, and the department administrator will establish how the accommodation will be supported. The leave will ordinarily bracket the time of birth. Some of the accommodation time may be taken on a part-time basis (for example, four weeks of full-time and four weeks of half-time leave). At the request of the researcher, department specific academic requirement deadlines will be extended by a semester.