

**Childbirth Accommodation and Adoption Policy
(Applies only to Ph.D. students)**

This policy has two parts:

- It provides relief to women graduate student who give birth; and
- It provides relief to graduate students faced with the additional time demands of being the primary caregiver of an infant during that first critical year of life.

For Women Graduate Students who Give Birth

Twelve weeks of maternity leave are provided during which the birth mother continues to receive financial support in the form of fellowship. Accordingly, teaching and/or research obligations are suspended. This means that the graduate administrator must switch AI/AR in cases where students are working onto fellowship support, charging 970-1610.

For Men or Women who are the Primary Caregivers of a Birth or Adopted Child

Birth mothers or primary caregivers who are pursuing doctorates are eligible for an extension of their DCE enrollment on the basis of one additional term of enrollment with financial support for each child born or adopted. In the humanities and social sciences, the financial support is generally fellowship support. In the natural sciences or engineering, the financial support is generally research. In either case, the student may be called upon to fulfill an assistantship in instruction.

	<u>Hum/SS</u>	<u>NatSci/Engr</u>	<u>Gender</u>
12 weeks (while enrolled)	Univ. Flshp ----- (Charge 970-1610) -----	Univ. Flshp	Women
Additional DCE Term of Enrollment with Funding	Univ. Flshp (Charge 970-1610)	AR/ AI (Charge appropriate AR/AI project grant)	Women, Men