

Medical College of Wisconsin
General Surgery Residency
Pregnancy and Parental Wellness Guide
Last revision date: December 1, 2023

1) PURPOSE

The Department of Surgery recognizes that surgical training is long, stressful, physically strenuous, and often occurs during childbearing and family forming years. The Department supports residents who start or grow their families during their residency, whether as birthing parent, non-birthing parent, or through adoption, fostering, or surrogacy. The Department encourages residents to request any related accommodation, medical leave, and/or parental leave requests. This guide helps identify resources, existing policies, procedures, and examples of potential accommodations to assist residents through this process. If you have any questions, please do not hesitate to contact the Program Director and/or the MCWAH Office, specifically

Adjustments to rotations and/or procedures to avoid or minimize potential exposure to higher radiation (e.g., vascular and/or trauma surgery rotation, endovascular cases and trauma). The Department also provides fetal radiation badges to pregnant residents. Temporarily reducing and/or eliminating overnight and/or long shifts when medically required or recommended.

The Department is committed to supporting residents' peri and postpartum mental health and encourages residents experiencing to seek treatment and attend relevant appointments.

When possible, please provide 30 days' advance notice, or longer if able, of appointments and/or treatment related to pregnancy and/or childbirth

- ii. ABS Board Examinations - Lactating residents wishing for additional time for lactation breaks

https://infoscope.mcw.edu/FileLibrary/Groups/InfoScopeGraduateMedicalEducation/MCWAHHB07-22_.pdf].

Parents wishing to take this leave in a non-continuous fashion should discuss this request with the Program Director prior to the beginning of their leave. (Example: The non-birthing parent takes 1 week of leave immediately after birth followed by additional leave later after partner returns to work.)

The Department understands that the transition back to work following leave can be challenging. Accordingly, residents are encouraged to speak with their Program Director about potential transition assistance available under applicable MCWAH policies.

8) CHILDCARE

We understand that residents may need time off to accompany their children, including foster children, to well-child and other medical visits and/or if childcare needs arise. When these needs arise, residents should seek time off pursuant to MCWAH's FMLA, paid time off, or other applicable leave of absence policies.

9) CULTURE OF SUPPORT AND EQUITY