

## *Pregnancy*

Consistent with Caltech policy, the requirements of Title IX, and Section 66281.7 of the California Education Code, students who are unable to complete their coursework or other course of study for a period of time due to a pregnancy, childbirth and related medical conditions are eligible for a pregnancy leave of absence. Students who are pregnant or who have recently given birth are also eligible for reasonable accommodations.

Students are not required to take a leave of absence, withdraw, or limit their graduate studies because of pregnancy, childbirth or related medical conditions. However, students who are disabled due to pregnancy, childbirth and related medical conditions are eligible to take a pregnancy leave of absence. The Institute provides up to six (6) weeks of pay to students during a pregnancy leave of absence; an additional 6 weeks of pay is available through family bonding leave (see following section).

A pregnant student who wishes to take a pregnancy leave should submit a pregnancy leave petition to the Graduate Office. Medical documentation from the student's treating health care provider may be required.

A student who chooses to take a leave of absence because they are pregnant or have recently given birth shall be allowed an additional period commensurate with the length of the leave, but not to exceed 12 additional months, to prepare for and take preliminary and qualifying examinations and an equal extension of time toward the normative time to degree while in candidacy for a graduate degree, unless a longer extension is medically necessary.

An enrolled student in good standing who chooses to take a leave of absence because they are pregnant or have recently given birth shall return to their program in good academic standing following an approved leave period up to one academic year, subject to the administrative requirements described above, unless there is a medical reason for a longer leave, in which case standing in the graduate program shall be maintained during that period of the leave.

The Institute also provides reasonable accommodations to pregnant students consistent with federal and state law. Reasonable accommodations may include allowing pregnant students to maintain a safe distance from hazardous substances, allowing them to make up tests and assignments that are missed for pregnancy-related reasons or excusing of absences that are medically necessary.

## *Bonding*

Students may take six (6) weeks of family bonding leave with pay. An enrolled student in good academic standing who chooses to take a leave of absence because of the recent birth or adoption of his or her child may request a bonding leave by submitting a bonding leave petition to the Graduate Office for approval. Bonding leave is in addition to pregnancy leave, providing eligible students with a combined total of up to 12 weeks of paid leave. Students returning from an approved bonding leave shall return to his or her program in good academic standing following the leave, subject to the administrative requirements described above.