

**Title:** Guidelines and Instructions for Students and Residents: Pregnant and Parenting Student Leave  
**Source:** Office of Academic Affairs, Office of Student Affairs  
**Implementation Date:** 2019  
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**Applies:** All CUSDM Programs

In accordance with CU Denver|Anschutz Medical Campus [Guidelines for Assisting Students with Pregnancy and Parenting](#) (01/01/2016) , the University of Colorado School of Dental Medicine (SDM) has developed the following guidelines for pregnant students (and/or the domestic partner/spouse of a pregnant person) during their studies. Adopting and Fostering parents are included in these guidelines.

For additional information and resources, please visit the [Pregnant and Parenting Resources](#) page on CU Denver|Anschutz Office of Equity website. Discrimination against pregnancy and parenting students is prohibited by the CU Nondiscrimination Policy and can be reported to the Office of Equity. Further, the Assistant Vice Chancellor of the Office of Equity/Title IX Coordinator or designee can assist with coordination of reasonable accommodations and/or leave specific to pregnancy and parenting. To contact the Title IX Coordinator, email [equity@cuanschutz.edu](mailto:equity@cuanschutz.edu) or call (303) 315-2567.

Students are encouraged to meet with the Assistant Dean of Academic Achievement & Equity to review the terms of their leave, support needed, and course work/requirements/rotations/boards that may be missed, and any other scheduling requirements. For advanced dental education programs, students are required to meet with their program director to coordinate the terms of their leave.

Pregnancy-related absences are excused without penalty throughout the term of the pregnancy. This includes time needed for recovery after childbirth, which is determined by the student and the medical provider. Pregnancy-related absences include prenatal care/well check visits; medically-related absences due to pregnancy, as deemed necessary by the student's health care provider; and post-partum care. Please note, confirmation of appointment may be required. If the student has any limitations or restrictions recommended by their healthcare provider, documentation defining the level of participation that is medically safe will be presented to the Office of Academic Affairs.

Pregnant and Parenting Student Leave applies only to absences associated with pregnancy, childbirth, termination of pregnancy, or recovery therefrom; adoption; and foster care. It does not apply to any absences related to challenges in obtaining childcare services.

Pregnant and Parenting Student Leave are excused absences. This means the student is excused from scheduled class and clinical assignments/rotations during the time of their Pregnant and Parenting Student Leave; however, the student is **responsible for all assignments, presentations, labs, quizzes and tests, and clinic requirements/rotations upon their return from leave.**

The School of Dental Medicine will provide the student with as much academic support as possible during the student's Pregnant and Parenting Student Leave, and missed time could affect the timing for board exams, clinic requirements, clinic rotations, graduation, and program completion.

Lactation spaces are available on the AMC Anschutz Campus. Please visit the [Lactation Resources](#) page on CU Denver|Anschutz Office of Equity website.

The SDM Lactation Room is available to students who may require its use, located in the Student Lounge in the basement of the Dental School building and requires badge access. Access is granted by the Office of Equity, [equity@ucdenver.edu](mailto:equity@ucdenver.edu).

Students should contact their Course Directors should they require time during courses for use of the lactation room.

### **Academic Responsibilities**

Prior to beginning Pregnant and Parenting Student Leave, students should take the following actions:

- Review the syllabi for each didactic, seminar and clinical course. Identify the assignments/quizzes, assessments, etc., that will be missed during the absence.
- Contact **each** course director in writing to arrange a time to meet to develop a schedule to complete or make-up any missed assignments or assessments, and patient care.

### **Clinical Responsibilities**

#### **Doctor of Dental Surgery programs (DS and ISP)**

##### **SDM Clinics**

If Pregnant and Parenting Student Leave will affect clinical responsibilities and expectations, the student will meet with their CUDT Clinic Care Coordinator, Practice Leader, and the Academic and Clinical Systems Analyst, (Clinic Director, if Practice Leader is not available) to discuss the following:

- Continuity of patient care
- Process for arranging trade agreements for clinical rotation absences (when possible, these must be submitted in advance of the leave dates)
- Arrangements for longer rotations such as Healthy Smiles and ACTS

##### **Healthy Smiles rotation**

If Pregnant and Parenting Student Leave occurs during the Healthy Smiles rotation, the student will:

- Contact the Healthy Smiles Program Director to discuss arrangements for missed assignments, assessments, and patient care.

##### **ACTS rotation**

If Pregnant and Parenting Student Leave occurs during an ACTS rotation, the student will:

- Contact the ACTS Program Director and ACTS Coordinator to discuss arrangements for missed assignments, assessments, and patient care.

#### **Graduate Orthodontics and Dentofacial Orthopedics Residency Program**

Please review the Graduate Orthodontics and Dentofacial Orthopedics Resident Handbook for specific information regarding clinical attendance and expectations.

#### **Graduate Periodontics Residency Program**

Please review the Graduate Periodontics Resident Handbook for specific information regarding clinical attendance and expectations.