General graduate student leave policy (University-wide):

1. Graduate students may request up to one year of leave (uncompensated) for any of the following reasons:
   a. Serious health condition of student or family member
   b. Parental leave
   c. Military service
   d. Other compelling reason, with permission of the department.

2. This leave requires that a student submit a leave request form signed by the student’s committee chair and department head or director of graduate studies.

Proposed family leave policy for M&I Division:

Family leave policy:

1. Students who are the primary caregiver(s) to a new child may take up to 12 weeks paid leave following the birth or adoption of a child. This leave depends on caregiver status but is independent of sex, gender, gender identity, etc.

2. Students shall sign a “family leave request” form and return a copy to the Graduate Student Coordinator and the advisor. This document reaffirms that the student is the primary caregiver of the child and estimates leave dates. This form shall be filed at least 30 days prior to the anticipated start of leave when possible.

3. Students may choose to divide the leave time with a co-parent when both parents are students in the Microbiology and Immunology Division but the total amount of paid leave taken by both students will not exceed 12 weeks.

4. Students on NIH training grants may take up to eight weeks paid leave. An additional 4 weeks paid leave will be covered by the Microbiology and Immunology Division.

5. Students are protected against harassment and bias stemming from pregnancy or parenting status.

Extended graduation timeline:

1. Students on family leave will receive an extension on all major graduation-related clocks by the amount of time a student is on leave. This includes an extension of the committee meeting deadlines, the requirement that committee meetings 2-3 times per year starting in year 5, and postponing journal club or research in progress talks if scheduled during parental leave.

2. Students on family leave shall also obtain an extension of their tuition waver, which covers 12 semesters, total, but does not require that those semesters be consecutive. It is the student’s responsibility to obtain this tuition waver extension by contacting the Molecular Biology Program Office after informing the advisor of the student’s intention to take family leave.

Medical leave policy

1. Students who experience a medical condition associated with their pregnancies and need accommodations recommended by their medical providers shall contact both their advisors and Krista Pickens, the Title IX Coordinator for the University of Utah. The Title IX Coordinator will work with students, faculty, and administration to determine what accommodations are reasonable and effective.

2. Students shall work with advisors to ensure that they take any additional biosafety procedures to ensure their safety when performing their routine work.
Background information:

1. Graduate students are not covered by the Family Medical Leave Act (FMLA) according to the University's Human Resources Department.
2. According to the University's Title IX coordinator, family leave policy must be gender neutral. This is different from medical accommodation due to pregnancy, childbirth, or a related secondary condition, which is covered by Title IX and the Americans with Disabilities Act. A student can chose not to disclose the medical reason behind the request for pregnancy-related accommodation and an advisor is not legally allowed to determine whether a request is reasonable accommodation or not. Consult the Title IX Coordinator or the Center for Disability Services.