

Parental Leave, Leave of Absence, and Accommodations Policy

A. Purpose

The purpose of this policy is to provide guidelines for parental leave and accommodations.

B. Persons Affected

This policy will cover the students enrolled in the UTRGV SON curriculum.

C. Definitions

1. Parental leave is a benefit specifically for students requesting time off for the birth of a child or for the placement of a foster/adoptive child under the age of three.
2. Parental leave will not extend beyond two calendar weeks. (See D.4, D.5, and D.6)
3. Accommodations: Providing a change of schedule to support a temporary condition (i.e., medical emergency, self or significant others, pregnancy, urgent childcare, placement of a foster/adoptive child under the age of three.)

D. Policy

Due to the rigor of the nursing education program, depending on the length of the leave, leaves of absence may require a student to take a full semester leave and return the following semester. If more than two semesters are required, the student will need to apply for readmission.

The policy of the University of Texas Rio Grande Valley School of Nursing (UTRGV SON) will:

1. support all students and facilitate the completion of their nursing education. The UTRGV SON complies with federal and state laws regarding accommodations.
2. comply with federal and state laws.
3. accommodate the immediate perinatal period and all its demands on parents and newborns.
4. provide realistic options for the student to progress toward completion of the nursing program.
5. advise that accommodation beyond two calendar weeks places the student at risk of not fulfilling the course requirements and may result in withdrawal from enrollment.
6. advise that parental (birth or adoptive) leave beyond 12 months will require readmission to the program.
7. evaluate medical extensions on a case-by-case basis.

E. Procedures

1. *Step 1:* Must first contact the course coordinator.
2. The student will develop a detailed plan with the course coordinator. Use the link enclosed here: https://cm.maxient.com/reportingform.php?UnivofTexasRGV&layout_id=22
3. *Step 2:* A student seeking parental leave, or a leave of absence should work with the Associate Dean of Student Affairs to schedule the leave. The plan should be completed and approved by all parties at least 3 months before the start of the leave.

4. *Step 3*: The student request is processed to the Program Director for pre-approval.
5. *Step 4*: The Dean will review and provide the final approval.
6. *Step 5*: The Dean will forward all documents to the accessibility office for review and confirmation.

F. Related Statutes or Regulations, Rules, Policies, or Standards

Statutes: <https://www.utrgv.edu/accessibility/accommodations/glossary/index.htm>
<https://www.utrgv.edu/accessibility/pregnancy-parenting/pregnancy-parenting-faq/index.htm>

[Student Accessibility Services](#)

G. Dates Reviewed or Amended

Dates: 4/10/2023 – Draft

4/28/2023- Approved by SONFO with corrections.

5/15/2023-Sent to Interim Dean (Dr. Lilia Fuentes) for review and final approval.

5/15/2023-Approved by Interim Dean, Dr. Lilia A. Fuentes