

Pregnancy and Lactation Resources for Graduate Medical Education Consortium Trainees (Washington University School of Medicine, Barnes-Jewish Hospital, St. Louis Children's Hospital)

Recognizing the importance of providing a safe and supportive environment for pregnant and lactating trainees (including medical students, residents and fellows), the institutions comprising the GME Consortium have developed policies to help those trainees balance their training activities with their personal and safety needs. This document provides an overview of available resources so that trainees know how to request those resources and programs know how to provide or obtain them.

Trainees are encouraged to speak freely with their program leaders (clerkship directors, program directors, dean's office, etc.) and Human Resources about their need for pregnancy or lactation accommodations. Program leaders are expected to guide and support trainees through the accommodation process, including setting expectations for other faculty and staff to honor and facilitate approved accommodations. It is also the role of program leaders to obtain information and assistance from resources such as Human Resources and occupational/environmental safety offices. Trainees are also encouraged to contact those resources directly for guidance and assistance.

Pregnancy: Accommodations for pregnant trainees will be addressed on an individual and ongoing basis. Accommodations may include, for example, breaks for nourishment and rest; modifications to the training schedule; and leaves of absence. Trainees and programs should work collaboratively to determine what specific accommodations are appropriate, and should remain flexible and responsive as needs may change during pregnancy. Requests for pregnancy accommodations must be made, reviewed and approved in accordance with the policies and procedures of the applicable Consortium institution. Here are links to and information about relevant resources:

WUSM:

- Human Resources: <https://hr.wustl.edu> or employeerelations@wustl.edu
- Accommodation process for employees: <https://hr.wustl.edu/items/ada-accommodation-process>
- Accommodation process for students:
<https://bulletin.wustl.edu/medicine/policies/student-rights/#students-with-disabilities>

BJH/SLCH:

- BJH Human Resources: 314-362-0704
- SLCH Human Resources: 314-286-0985
- BJH/SLCH accommodation policy: Accessible through myBJCnet. After logging in, click "ourPolicies," and reference policy 4.20, Disability Accommodations.

Lactation: Trainees will be provided with reasonable break time to express breast milk following the birth of her child. Trainees and their programs should discuss breastfeeding goals and specific needs for pumping and storage (including options for wearable pumps if desired by the trainee), and should determine optimal times in light of the trainee's schedule. To reduce obstacles for new mothers and facilitate their lactation needs, Consortium members have implemented a Lactation Room Program with dozens of lactation spaces throughout the medical campus. For more information about the Lactation Room Program, including lactation room locations, applicable policies and other materials, please visit: <https://facilities.med.wustl.edu/services/lactation-room/>

Occupational/environmental safety: It is important for pregnant and lactating trainees and their programs to be mindful of possible exposures during training activities to potentially harmful radiation, chemicals and diseases. For information and guidance about mitigating those risks, trainees and programs are encouraged to contact the applicable Consortium institution: WUSM Student & Occupational Health (314-362-3528; occupationalhealthservice@wusm.wustl.edu), Environmental Health & Safety (314-362-6816; ehs@wustl.edu), and/or the Radiation Safety Officer (314-362-3475; radsafety@wustl.edu); Barnes Jewish Hospital Occupational Health (314-454-7002); St. Louis Children's Hospital Occupational Health (314-454-6092). Please also see the following online resources:

- BJC Prenatal Reference Guide:
<https://wustl.app.box.com/s/n9m0d6vk9w7xps19ctmjf1e4taaph2tm>
- WUSM Pregnant Worker Guidelines for Hazardous Material Work:
<https://wustl.app.box.com/s/hneiy9gvwyjq96xue47ev6h8dzcbs8l>
- Radiation Safety Manual, Prenatal Radiation Exposure:
<https://radsafety.wustl.edu/documents/manual/17-PrenatalRadiationExposure.pdf>
- Radiation safety declaration:
<https://wustl.app.box.com/s/zx4a5y4erlnotnf1h4xyowd8toyozs8m>
- National Institute for Occupational Safety and Health (NIOSH) Occupational Exposures and Pregnancy Guidelines:
<https://wustl.app.box.com/s/hqjji8z09qd0y7gafd6lwu8ujj48ddwk>

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The Washington University/BJH/SLCH GME Consortium recognizes that at times trainees may be reluctant to request the accommodations or assistance that they need. The Consortium and its member institutions encourage trainees to come forward and are committed not only to providing resources necessary to the health and wellbeing of pregnant and lactating trainees, but also to fostering an environment in which those trainees are supported by their team

members. If a trainee has any questions or concerns, in addition to the contacts listed above they should feel free to reach out directly to the Senior Associate Dean for Education, the GME Director of Wellness, or the Associate Dean for Student Affairs:

- Senior Associate Dean for Education: Eva Aagaard, M.D.
314-362-7800
aagaarde@wustl.edu
- GME Director of Wellness: Jennifer Duncan, M.D.
314-747-0802
Duncan_j@wustl.edu
<https://gme.wustl.edu/wellness/wellness-staff>
- Associate Dean for Student Affairs: Lisa Moscoso, M.D., Ph.D.
314-454-2076
lisamoscoso@wustl.edu