

Supporting Parental, Caregiver, and Medical Leave during Training

WHEREAS, The allowance of parental, caregiver, and medical leave during training is an essential component to trainee physical and mental well-being, and

WHEREAS, The nature of caregiver and medical leave is often unanticipated and out of a trainee's control, and

WHEREAS, The benefits of parental leave for all new parents, including birthing and non-birthing parents, adoptive/foster parents, and surrogates are well established, and

WHEREAS, Parental leave allows for increased early parental involvement in the lives of their children, conveying lifelong benefits to the child, and

WHEREAS, The adverse effects of abbreviated parental leave policies disproportionately impact women, who are underrepresented in the fields of diagnostic radiology, interventional radiology, radiation oncology, and medical physics, and

WHEREAS, The American College of Radiology's (ACR) stated objectives in its Strategic Plan include "enhance wellness among members" and "improve diversity and inclusion," and

WHEREAS, The American Board of Medical Specialties (ABMS) has developed policy mandating Member Boards with training programs of 2 or more years duration to establish eligibility requirements for Initial Certification that "must allow for a minimum of 6 weeks of time away from training for purposes of parental, caregiver and medical leave at least once during training, without exhausting all other allowed time away from training and without extending training," and

WHEREAS, The ABMS has indicated that "Member Boards may establish guidelines for candidates requesting accommodation for parental, caregiver or medical leave," such as "requiring a candidate's program director and clinical competency committee to document how the candidate's clinical experiences and educational objectives will be met, or to attest that competency has been achieved without extension of training;" therefore

BE IT RESOLVED,

That the ACR supports American Board of Medical Specialties policy calling for eligibility requirements for Initial Certification that require all trainees in programs of two or more years duration be granted "a minimum of six weeks of parental, caregiver, and medical leave without exhausting all other allowed time away from training and without extending training", and

BE IT FURTHER RESOLVED,

That the ACR supports that guidelines be established for candidates in all diagnostic radiology, interventional radiology, radiation oncology, medical physics, and related subspecialty training programs of two or more years duration requesting accommodation for parental, caregiver, and medical leave beyond 6 weeks without extension of training at the discretion of the program director and/or institutional clinical competency committee.

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