

MEDCHI, THE MARYLAND STATE MEDICAL SOCIETY
HOUSE OF DELEGATES

Resolution 23-20

INTRODUCED BY: Medical Student Section
(Elisabeth Fassas, University of Maryland School of Medicine)

SUBJECT: Fair and Comprehensive Pregnancy/Maternity Leave Policies for
Medical Students

1 Whereas, Women made up the majority of medical school applicants nationwide in 2018¹; and
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3 Whereas, Women outnumbered men in medical schools nationwide in 2019²; and
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5 Whereas, The percentage of female matriculants to medical school is higher in Maryland medical
6 schools than the national average, sitting at 58.3% for Johns Hopkins University, 60.1% for the
7 University of Maryland School of Medicine and 50.3% for the Uniformed Services University
8 for the Health Sciences³; and
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10 Whereas, The mean age of first-time motherhood for mothers in the United States was 26.3 years
11 in 2014⁴ and 27 years in Maryland counties in 2016⁵; and
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13 Whereas, The average age of matriculated female applicants to US medical schools was 24 from
14 2014 - 2017⁶; and
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16 Whereas, Title IX regulations prohibit pregnancy discrimination “in admissions, hiring,
17 coursework accommodations and completion, pregnancy leave policies, workplace protection
18 and health insurance coverage”⁷; and
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20 Whereas, Title IX regulations claim that schools receiving federal funding “shall treat disabilities
21 related to pregnancy, childbirth, termination of pregnancy, or recovery therefrom in the same

¹ <https://www.aamc.org/news-insights/press-releases/women-were-majority-us-medical-school-applicants-2018>

² https://www.washingtonpost.com/health/the-big-number-women-now-outnumber-men-in-medical-schools/2019/12/20/8b9eddea-2277-11ea-bed5-880264cc91a9_story.html

³ https://www.aamc.org/system/files/2019-11/2019_FACTS_Table_A-1.pdf

⁴ <https://www.cdc.gov/nchs/products/databriefs/db232.htm>

⁵ <https://www.nytimes.com/interactive/2018/08/04/upshot/up-birth-age-gap.html>

⁶ <https://www.aamc.org/system/files/d/1/321468-factstablea6.pdf>

⁷ https://www.law.berkeley.edu/files/bccj/Title_IX_Law_Review_Article_Final_5.29-3-5.pdf

22 manner and under the same policies as any other temporary disability or physical condition”⁸;
23 and

24
25 Whereas, Discrimination surrounding pregnancy and childbirth create career barriers for women
26 pursuing medical training⁹; and

27
28 Whereas, No medical school in Maryland currently has a comprehensive, detailed policy for
29 whether and what accommodations will be made for pregnancy students such that they may
30 complete their coursework and clinical work in a timely manner; therefore be it

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32 Resolved, that MedChi encourages medical schools in the state of Maryland to create
33 comprehensive, detailed and flexible accommodations for students who choose to become
34 pregnant throughout the course of their medical education, including but not limited to: access to
35 maternity, disability and sick leave that does not, where possible, threaten the completion of
36 education in a timely manner; reasonable accommodations for the completion of assignments,
37 exams and clerkships; an administrative environment that works with pregnant students to meet
38 their unique needs.

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41 Fiscal Note: No significant fiscal impact.

⁸ <https://www2.ed.gov/policy/rights/reg/ocr/edlite-34cfr106.html>

⁹ <https://journalofethics.ama-assn.org/article/bias-against-pregnant-medical-residents/2008-07>