

WCGS Maternity and Paternity Leave Policy – PhD students

PARENTAL LEAVE

Weill Cornell graduate students are eligible for maternity or paternity leave to help balance the competing demands of academic and family life.

Leave Coverage

- Students may take a six-week paid accommodation
- Students may apply for up to an additional six weeks of leave either unpaid or paid by your PI
- This policy serves parental needs surrounding childbirth, adoption, newborn care, foster care, and acute child health care.

The Graduate School covers the student's stipend, tuition, and fees for up to **six contiguous weeks**. Students may extend additional time away (up to six additional weeks) **with continued health insurance and student health service coverage as part of the student fees**, but will not receive central stipend payments during the extended six weeks. Your PI may choose to pay your stipend during this extended six week period. Please indicate if this is the case on the LOA form.

Please complete the Request for Maternity/Paternity Leave (PhD students) form on the WCGS website under <https://gradschool.weill.cornell.edu/student-experience/student-forms>, and indicate your approximate due date/timing.

Lactation rooms are available across campus.

Bright Horizons Day Care

<https://hr.weill.cornell.edu/benefits/child-care-bright-horizons>