



## Johns Hopkins University School of Medicine Parenting Resources in Graduate Medical Education Supporting Residents and Clinical Fellows who are Parents

Thank you for considering Johns Hopkins for your training. We wanted to share the resources Johns Hopkins has available to you as a resident or clinical fellow who is a parent or is thinking of becoming a parent.

### **Parental Leave Policy**

Johns Hopkins residents and clinical fellows are eligible for eight weeks of paid leave as part of the [New Child Accommodations Policy](#). Additionally, trainees who miss work for parental leave or sick leave [do not make up call](#) that was missed during that period. Additional time in training may be required based on one's individual training program and board certification requirements.

### **Support for Breastfeeding**

Johns Hopkins has multiple [lactation rooms](#) located on our medical campuses that are available for residents and clinical fellows to use.

### **Child Care Voucher Benefit**

Child Care Vouchers are available for residents and clinical fellows who use licensed or in-home child care for dependents who are under the age of 6. Vouchers are between \$1000-\$5000 per family based on family adjusted gross income. More information is available on the [Human Resources website](#).

### **Back-up Child Care**

[10 days of back-up care](#) per year are available at a reduced rate. This is provided through a partnership with care.com.

### **Health Care and Sick Leave**

Trainees are provided a minimum of 15 days of paid sick leave to use for themselves or to care for a family member. Additionally, residents and clinical fellows are permitted to attend health care appointments for themselves or for their children during regular business hours.

### **IVF Benefit**

Trainee health coverage covers in-network fertility treatments, including IVF, up to a treatment maximum after deductible met. Details are available on the [Benefits webpage](#).

### **Johns Hopkins Medical Auxiliary (JHMA)**

The [Johns Hopkins Medical Auxiliary](#) is a social network for the significant others of medical students, residents and clinical fellows at Johns Hopkins. It provides support to physician families and sponsors many activities throughout the year for trainees' significant others and children.

*The Johns Hopkins Graduate Medical Education Office*

<http://wellness.som.jhu.edu/>

<http://gme.med.jhmi.edu/>