MIT Sloan School of Management

Student Policies and Resources to Support Expectant or New Parents

If you are expecting a child or have an infant, Sloan staff can help you with both planning and addressing any unexpected circumstances related to your expanded family. Please contact your Program Office, Student Life, or Sloan Educational Services as early as possible. Advisors there will help you design a tailored plan for your academic program during pregnancy, at the time of childbirth or adoption, and in the early months of your baby’s life. They will also work with you to help identify resources at Sloan, elsewhere at MIT, and in the greater Boston community.

Every family has different circumstances. Typical accommodations can include:

- Planning for a lighter academic load in the semester of birth through the use of independent study projects, or using the previous/next semester or Independent Activities Period (January) to earn extra units and reduce academic load in the semester when the baby is due.
- Excused absences and options for make-up work in classes missed due to childbirth.
- Access to lactation rooms at Sloan and elsewhere around campus. These secured rooms provide privacy and refrigeration facilities.

There is also a range of other accommodation that can include:

- Excused extended medical absences from classes for earlier-than-expected childbirth or medical complications for mother or baby.
- Leave of absence for a semester or longer.

Please note that students expecting a child are not able to:

- Exceed their program credit limit in the semesters before or after they plan to have a child.
- Receive priority in any class bidding for particular professors or premium class times.

Students whose partners are expecting are also encouraged to meet with the Sloan staff in the departments listed above to see what accommodation might be necessary for them at the time of the birth and what resources would best support them, their partner, and the child in the weeks and months afterwards.

Please note that PhD students should also refer to the Office of the Dean for Graduate Education (ODGE) for the policy on childbirth accommodation.

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