

From 1 January 2018, the **Maternity Protection Act** (Mutterschutzgesetz) (as amended) will apply to students, as well as staff. Below is a list of things to be considered:

### **1. Safeguarding Maternity Protection - relevant Information**

As soon as you know that you are pregnant, please make an appointment with the head of Student Services, Ms Lingthaler, immediately, bringing along your medical certificate and the estimated date of birth. She will give you documents, which you take to Johanna Zinecker (the Centre's Women's Representative, room 123) or Corinna Radke (Programme Co-ordinator, room 124), and they will then explain possible health hazards for you and your child. They fill in these forms, which you then need to take back to Ms Lingthaler. Where necessary, the HU's Medical Officer might contact you in order to clarify if you can take part in certain lectures, placements or excursions.

To contact Ms Lingthaler email her at [muschutzstud@hu-berlin.de](mailto:muschutzstud@hu-berlin.de). Otherwise you can visit her during weekly drop-ins every Wednesday, 10-11 hrs, in room 1056 of the main building (Unter den Linden 6).

### **2. Renouncement of maternity protection before birth**

Please take note that as of 1 January 2018 the Maternity Protection Act will be relevant for students as well. Now that the MPA applies to students as well as staff, pregnant students will be exempted from attending examinations, excursions, lectures and courses during the maternity protection period – which runs from six weeks before the estimated date of birth, until eight weeks after the birth. However, you may explicitly renounce your right to maternity protection for the six-week period before the birth. During that time, you are nevertheless fully insured by the accident insurance of HU and your health insurance. In any case, the maternity leave for the period after birth is mandatory and must be adhered to.

### **3. Compensation for disadvantages incurred**

Should you be unable to comply with the requirement for 75% class attendance due to pregnancy or maternity leave, you can submit an application to your lecturer for compensation for disadvantages incurred. We recommend that you discuss this personally with your lecturer in order to agree upon alternative means of study, and that a record of this is

made in writing (per email). Further, if you are unable to take part in an examination because of the 'maternity protection', the compensation for disadvantages incurred takes effect. In order to do this you should apply by email (for example, to take part in a substitute examination) to the Centre's Examination Committee. Similarly, if a submission deadline cannot be fulfilled due to pregnancy and maternity leave, you should also apply to the Examination Committee for a deadline extension for homework or final paper(s).

#### **4. Study delays and leave of absence**

If you give birth during your study period, you have the choice of whether to take a leave of absence (sabbatical) or not. After the birth it is possible to take a leave of absence of up to 6 semesters at one time.

Should you choose not to take a sabbatical, please arrange an appointment with your tutor, and Johanna or Corinna in order to discuss how you can arrange and progress your studies suitably (e.g. with reduced weekly hours).

If you decide to take a sabbatical, you can choose to visit lectures or seminars for up to 6 units per week (SWS). However, examinations for these courses can only be taken after the leave of absence. If you visited courses before the leave of absence began and wish to be examined, then this is also possible during the sabbatical.

The full German-language text of the *Gesetz zum Schutz von Müttern bei der Arbeit in der Ausbildung und im Studium* can be found here:  
[http://www.gesetze-im-internet.de/muschg\\_2018/](http://www.gesetze-im-internet.de/muschg_2018/)