

New Maternity Protection Act: Implementation of the maternity protection act for female students at the BTU

On 01.01.2018, the revised Maternity Protection Act (MuSchG) came into force with comprehensive changes:

- **Valid** for female students

- **Reporting and documentation:** Similar to female employees, female students are accordingly required to report their pregnancy to the university (§14). The universities must then inform the supervisory authority of the notification of the pregnancy as well as of applications/waivers for exceptions for maternity leave and, if applicable, risk assessments of studies, internships, and work placement, and retain the documents for two years (§ 27).

- **Special flexibility for female students:** An exception from the state maternity leave (6 weeks before delivery / 8 weeks after delivery) is possible if the student expressly requests this (written declaration). This waiver may be revoked (§3 Abs. 3). This means that a student can take maternity leave for an exam and then renounce it. However, the revised act now states that the student has to explain the nonattendance explicitly, as opposed to not doing so before.

Pregnancy report process at the BTU Cottbus-Senftenberg:

1) Reporting the pregnancy via the form "Notice of pregnancy for female students", and sending it to the Family office of BTU or to familie@b-tu.de.

2) An E-mail from the Family office of BTU will be sent highlighting the following topics:

(An appointment to have a meeting with the office of family affairs is also possible)

- Tips on the Maternity Protection Act ("Information on pregnancy and maternity leave")
- Calculation of the maternity leave
- Copy of the maternal health passport (Mutterpass)
- Introduction of the following further procedures
- Fill in the form "Notice of employment for expectant mothers" for the supervisory authority
- Waiver of maternity leave to take exams or attend classes
- Scheduling a meeting after maternity leave – Presenting the original birth certificate
- Offers from BTU

- Documentation / archiving

3) The study program director contacts the Family office of BTU: to request the creation of a risk assessment for the degree program (if necessary, consult with the Department of Occupational Safety and/or the Student Services about the course of studies)

4) Forward the risk assessment to the Family office of BTU

5) Registering of the pregnancy to the supervisory authority (including risk assessment) by the Family office of BTU

6) Offer to attend the "After-birth Meeting"

Documents for download at www.b-tu.de/familie:

- Maternity Protection Act
- Risk assessment (for director of the study program)
- The announcement of a pregnancy for female students
- Maternity leave for examinations waiver for female students
- Maternity leave for courses/excursions waiver for female students