

## Information Sheet Maternity Protection Act (MuSchG) for Pregnant Students and Students After Childbirth

Dear Students,

Since January 1, 2018, the law for the reorganization of maternity protection rights has come into effect. From this point on, the law, according to §1 Abs. 2 Nr. 8 MuSchG, also applies to pregnant students and students after childbirth.

### **Notification of Pregnancy and Breastfeeding**

In order to claim your rights under the Maternity Protection Act (MuSchG) and ensure that you and your child are not exposed to hazardous conditions during internships, laboratory work, or other activities, it is important that you inform the university about your pregnancy or breastfeeding period as early as possible. According to §15 Abs. 1 MuSchG, a pregnancy, including the expected due date, should be reported to the university, **but there is no obligation to do so**.

Hochschule Kaiserslautern explicitly points out that your rights under the MuSchG can only be implemented if you notify the university about your pregnancy or the birth of your child.

If you would like an informal consultation before submitting the notification, you can contact the [university's Family Service](#).

Please report your pregnancy or the birth of your child using the provided PDF form "[Notification of Pregnancy Birth MuSch](#)" via email to [schwangerschaft@hs-kl.de](mailto:schwangerschaft@hs-kl.de). A suitable proof of pregnancy, such as a maternity record or medical certificate, should be attached to your notification. Your notification will be forwarded to the Diversity Management office and the occupational safety specialist, both of whom will contact you promptly. It will also be sent to the examination office responsible for you so that examination-related rights under the MuSchG can be implemented.

*As a pregnant student or a student with a newborn, you are required to independently inform the instructors of the courses you attend, so that special arrangements regarding examination rights can be made in cooperation with the examination board and within the courses if needed.*

### **Maternity Protection Periods and Performance Requirements**

The maternity protection period is **six weeks** before childbirth and **eight weeks** after the birth of the child. In the case of a premature or multiple birth, or after the determination of a disability, the maternity protection period is extended to **twelve weeks**. If the birth occurs before the expected due date, the maternity protection period is extended by the amount of time not taken before the birth.

During these protection periods, female students are exempt from attending exams and compulsory events, and participation is not possible. However, students can explicitly request to participate and waive the statutory protection periods before and after childbirth. Only with the submission of a **waiver statement** is participation in exams and courses possible during the statutory protection periods. This waiver can be revoked in writing at any time (§ 3 Abs. 1, 2, and 3 MuSchG). Please send your revocation by email to [Schwangerschaft@hs-kl.de](mailto:Schwangerschaft@hs-kl.de).

The form "Notification of Pregnancy Birth MuSch" includes a section on maternity protection periods. You have the option to take advantage of them or explicitly waive them. If you waive the maternity protection periods, you may participate in events or exams during that time but **are not obligated to do so**. Please also refer to the information regarding [handling exams during pregnancy](#).

### **Courses and Excursions**

The working hours for pregnant and breastfeeding students are restricted. Activities (e.g., courses) before 6 a.m. or after 8 p.m. (§ 5 Abs. 2 MuSchG), on Sundays and public holidays (§ 6 Abs. 2 MuSchG), or exceeding 8 hours per day (§ 4 Abs. 1 MuSchG) are not allowed. A rest period of at least 11 hours must be observed between activities related to the courses (§ 4 Abs. 2 MuSchG).

With [explicit written consent](#), pregnant or breastfeeding students may participate in mandatory excursions and courses that span multiple days or take place on a Sunday or public holiday. This consent form must be submitted to the instructor before the event begins.

### **Compensation for Disadvantages and Exemption for Breastfeeding / Medical Examinations**

Pregnant and breastfeeding students are entitled to compensation for disadvantages if they experience disadvantages in their studies or during exams (§ 9 Abs. 1 MuSchG). You have the option to apply for compensation for disadvantages in writing to the relevant [examination board](#), although there is no entitlement to a specific measure of compensation. For exams or mandatory events, breastfeeding breaks must be granted.

Breastfeeding women have the right, during the first 12 months after childbirth, to take at least 30 minutes twice a day or 1 hour once a day for breastfeeding breaks. For study periods exceeding 8 hours a day, they are entitled to take 45 minutes twice or 90 minutes once.

If you are unable to schedule the necessary medical examinations outside your study time, you have the right to be exempted from classes to attend these appointments (§ 7 Abs. 1 and 2 MuSchG).

### **Risk Assessment and Duty to Inform**

Each reported pregnancy of a student and breastfeeding activity must be reported by Hochschule Kaiserslautern to the responsible supervisory authority. All necessary data and documents must be submitted to the supervisory authority (§ 27 MuSchG).

The university is obligated to assess the risks to which a pregnant or breastfeeding student or her child may be exposed (§ 10 MuSchG). Based on the risk assessment, potential health impairments, the need and possibility for protective measures, or possible compensation for disadvantages will be determined.

These risk assessments will be carried out in consultation with you by the respective instructors of the courses you attend, in collaboration with the occupational safety specialist. Data protection will be ensured in accordance with the applicable regulations.