



# University of New Haven

## *Human Resources Policy/Procedure*

<b>Policy / Procedure Title</b>	<b>Applicability / Scope</b>	<b>Purpose</b>	<b>Effective Date</b>	<b>Responsible Party</b>	<b>Pages</b>
Pregnancy Leave of Absence Policy & Procedure	Benefit Eligible Faculty and Administrative Non-Union Employees	Provide applicable administrative non-union employees with information regarding pregnancy leave for a birthing mother.	7/1/2024	Vice President Human Resources & Organizational Development	1

The University recognizes that without the support of a skilled, diverse, and motivated workforce, the University will not be able to achieve its strategic goals in meeting the needs of its students. In the interest of attracting and engaging high performing employees, the University offers a progressive pregnancy leave policy for faculty and non-union administrative employees. The University recognizes the value of providing a policy which supports the employee at home as well as work.

For these reasons, the University will grant 3 months (12 weeks) of paid pregnancy leave to expectant eligible mothers. This paid time off cannot be used intermittently and will run concurrently with Family Medical Leave. This paid pregnancy leave does not impact their eligibility for paid time off because of a subsequent nonwork-related illness or injury which renders them unable to work under the Medical Leave of Absence Policy. All provisions related to MedLeave apply, meaning an expectant faculty or non-union staff member must contact MedLeave to facilitate their request, and to provide the requested documentation required to evaluate and subsequently approve their request. Expectant mothers are also eligible for another 4 weeks of paid bonding time based on the provisions of that policy which can be located [here](#).

The faculty and administrative non-union employee must have attained 3 months of service with the University to be eligible for this leave.

Additionally, the University will comply with all the provisions of the Pregnant Workers Fairness Act (PWFA) which is effective June 18, 2024. The Act requires employers to provide a “reasonable accommodation” to a qualified employee’s known limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an “undue hardship.” The PWFA applies only to accommodation, and an undue hardship is defined in the Act as a significant difficulty or expense. Employees should contact the Human Resources Department regarding accommodation under the Act.

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