

Board Policy P-2: Paid Parental and Postpartum Recovery Leave



REFERENCES

[P-2: Administrative Procedures, Paid Parental Leave](#)
[Utah Code §63A-17-511, Postpartum Recovery Leave](#)

THE POLICY

The Salt Lake City School District Board of Education recognizes the benefits of providing paid parental and postpartum recovery leave to recover from childbirth and enable employees to care for and bond with their new child. The board believes this policy is an essential component in cultivating a workplace environment that is supportive of employees as they briefly shift their focus from earning income to bonding with their child and adapting to the demands of parenting. This policy will be in effect for births, adoptions, and certain legal guardianships occurring on or after July 1, 2022.

The purpose of this policy is to provide district employees with needed flexibility and time to bond with their new child and adjust to their new family situation. This policy will run concurrently with Family and Medical Leave Act ("FMLA") leave, as applicable.

The district has set forth its specific processes for implementing this board policy through the accompanying [administrative procedures](#).

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Code, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations/Title IX Coordinator, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.