



**P 4118.16
Personnel**

FAMILY, MEDICAL, AND PREGNANCY-RELATED LEAVE POLICY

Family and Medical leaves are provided by the Board as required by the federal Medical Leave Act of 1993, as amended (FMLA). This policy and the corresponding regulations will be interpreted to comply with that law, as well as the Connecticut Fair Employment Practices Act (CFEPA) with respect to pregnancy-related disability leave and transfer. Employees should contact the Superintendent if they have any questions regarding how the Board's FMLA policy and regulations apply to their situation, when and how they may take leave, or any other question regarding family, medical or pregnancy-related disability.

Legal References

29 U.S.C. §2601 *et. seq.* (Family and Medical Leave Act of 1993)
29 C.F.R. §825 *et. seq.* (Family and Medical Leave Act Regulations)
C.G.S. §§46a-51(17) and 46a-60(a)(7) (Pregnancy Discrimination)

REVISED: January, 2004
REVIEWED: March 13, 2023