

## **Support Staff Maternity/Paternity/Parental Leave**

Accumulated sick leave days may be used for maternity/paternity leave for 30 working days prior to and following the birth of a child. Additional sick leave usage prior to or after the birth of the employee's child shall require a written recommendation of the employee's physician.

Unpaid child care leave may be requested following the birth or adoption of a child or in case of an extended illness of a child. Child care leave may be granted for the remainder of the academic year and/or for the next full academic year. In no case shall an employee be eligible for child care leave beyond the remainder of the first academic year and the full academic year following.

Current practice codified 1995

Adopted: date of manual adoption

Revised June 26, 2007

LEGAL REFS.: 42 U.S.C. §2000e-2(a) (Title VII of the Civil Rights Act of 1964)  
42 U.S.C. §2000e (k)  
P.L 103-3 (Family Medical Leave Act)  
C.R.S. 19-5-211