

Recommendations for General Parental and Family Medical Leave**Accommodation Principles**

- Graduate students are faculty in training; as such, they should be provided with accommodations that, as best as possible, reflect those granted to faculty members.
- Childbearing, child rearing, and family medical care leave benefits are in the University's as well as the public's best interest, as they ensure that graduate student trainees and employees can pursue careers beneficial to society while acting as members of households and families. In addition, the University has a moral and ethical obligation to support its graduate trainees and employees in coordinating family and career.
- The policy should mitigate the expense and difficulty of finding affordable day care for children under 12 weeks of age, the adjustment time needed when a child becomes a member of a household, and /or the problem of finding short-term care for ill family members.
- The policy should produce equity in accommodation for the various ways a child becomes a member of a household.
- As graduate student support/employment is often variable by quarter, the policy should provide consistent and equitable leave accommodations to all academic graduate student trainees and employees at a total percentage consistent with the receipt of other University graduate employee benefits, subject only to variations in the degree they pursue.
- The policy should support communication and cooperation between student/scholar and adviser and the good-faith efforts of both to accommodate parental and family demands.
- The policy should ensure that graduate student trainees and employees may continue to receive the financial support and university benefits accorded to full-time students and graduate student employees during short periods where parental and family leave are appropriate. While the [Planned Educational Leave Program](#) (PELP) should remain available to any student, it does not ensure these employment- and enrollment-related benefits.
- It is essential that a central Family Leave Accommodation Fund be established for Graduate Studies-approved cases when the benefit cannot be paid by the salary source, and/or when a TA replacement is necessary.

Recommendations that Address the 21st-century Household

- The policy should use gender neutral language (parent/birth parent)
- The policy should support the prerogative of dual-employee couples to determine the work-life balance that best suits their families and careers.