

Dear **LGBTQ** academic community: Did you know UC San Diego’s family-friendly policies for **academic appointees** have been radically expanded since 2016 and are designed for inclusivity? Check it out!

Revised 9/2018



Childbearing Leave	6 weeks to 4 months	No previous service required: Provides mothers disabled by pregnancy or childbirth with up to four months of leave and rights of reinstatement. Pay status during leave based upon eligibility for sick leave accrual.	May be reported by a childbearing appointee regardless of length of service.
Parental Bonding Leave	Up to 12 weeks within 1 year of a new child entering the home.	So <u>all</u> new parents can access precious time with a new child in the home: Provides birth parents and non-birth parents with up to twelve weeks of leave and rights of reinstatement. Pay status during leave is based upon eligibility for sick leave accrual.	May be reported by an academic appointee with responsibility for the care of a newborn child or a *child newly placed in the appointee’s home. The child may be the appointee’s child or that of a spouse or domestic partner.
Active Service -- Modified Duties (ASMD)	Up to 2 quarters per qualifying event. Up to 3 quarters for childbearing appointees.	Full compensation, active service, duties modified: Usually reduces teaching load or clinical duties. Modification plans subject to approval.	May be reported by appointees to care for a newborn or *a child newly placed in the home, **an ill family member, or **an elderly family member.
Flexible Workload (Faculty)	1 year at a time, up to 3 years maximum	All ranks now eligible: Reduces appointment to 50% time, entailing research and light service duties only. Appointees can supplement 50% pay with sabbatical credits or extramural grants if compliant with fund sources.	May be requested for caretaking for *new children in the home, **seriously ill family members, or **eldercare. Program will require an MOU, department/unit and dean’s support.
Academic Review Deferral	One deferral per qualifying event	All ranks now eligible: Adjusts review schedule. Family accommodation deferrals may be requested on a Family Accommodation Reporting (FAR) form. Assistant-rank appointees who defer must do so in conjunction with extensions of the probationary period.	May be requested for caretaking for *new children in the home, **seriously ill family members, or **eldercare. Other qualifying events can include an appointee’s own serious health condition or a family bereavement.
Extension of Probationary Period	Up to one year per qualifying event, often automatic	For Assistant-rank appointees: Extends when a tenure review will be scheduled to take place. (May be requested for additional qualifying events noted in campus policy, such as an appointee’s own serious health condition or the death of a close family member.)	Is automatically provided before the 6th year of appointment when childbearing leave, parental bonding leave, family leave without pay for a quarter or more, flexible workload, and/or ASMD are requested— unless a faculty member opts out.
Family Leave without Pay	Up to one year per qualifying event	Expanded program for family needs: Provides a leave without pay but sick and/or vacation time may be substituted if an appointee accrues those.	May be reported for caretaking for *new children in the home, **seriously ill family members, or **eldercare.

*“A child newly placed in the appointee’s home” (UC San Diego Family Accommodations Policy) can include an appointee’s own newborn child, a child assumed guardianship of, or a child placed for adoption or foster care in the appointee’s home.

* **For the purpose of the UC San Diego campus academic Family Accommodations Policy, “seriously ill family” can include an appointee’s child, parent, spouse, domestic partner, sibling, grandparent, or grandchild, as well as in-laws, step relatives, other persons residing in the appointee’s household, and relatives of the domestic partner who would be covered if the domestic partner were the appointee’s spouse.