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[PAID PRENATAL PERSONAL LEAVE](#)

POLICY

Paid Prenatal Personal Leave

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ON 1/1/

2025

This Policy Applies To: All eligible faculty, staff, residents, fellows, postdoctoral appointees and student employees (undergraduate students employed through Student Employment and graduate students not paid a stipend or fellowship in furtherance of their degree) who work in New York State.

Individuals represented by collective bargaining agreements receive benefits in accordance with those agreements.

University employees working outside of New York State should contact Leave Administration to determine eligibility for time off related to prenatal health care services in accordance with the laws of the state where they work.

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I. Policy

The University of Rochester is committed to supporting the health and well-being of its employees. In accordance with the amended New

ABOUT THIS POLICY

Policy Number

342

Issuing Authority

Human Resources

Responsible Officer

Kathy Miner

Contact Information

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(mailto:
kathy.miner@rochester.edu)

ADDITIONAL RESOURCES

Human Resources: Leave and Disability

(<https://www.rochester.edu/human-resources/benefits/leave-disability/>)

Family Medical Leave

(<https://www.rochester.edu/policies/policy/family-medical-leave/>)

Paid Family Leave (PFL)

(<https://www.rochester.edu/policies/policy/paid-family-leave/>)

Office of Human Resources Parental and Maternity Leave

(<https://www.rochester.edu>)

BOUNDLESS POSSIBILITY

Explore our 2030 Strategic Plan

(<https://www.rochester.edu>)



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Nondiscrimination (<https://www.rochester.edu/eoc/nondiscrimination-statement/>)

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