Maternity/Parental Leave

All full-time employees, including faculty, who are the birth-mother or primary caregiver of a child, including an adopted child, will receive paid leave at their full rate of pay for up to six (6) weeks immediately following the birth or adoption of the child.   All full-time employees who become parents through the birth or adoption of a child who are not the birth-mother or primary caregiver will receive paid leave at their full rate of pay for up to two (2) weeks following the birth or adoption of the child, with such leave to be taken within one (1) year of the birth or adoption as, the timing to be determined by consultation between the employee and the employee's supervisor. Stevens will request certification to confirm eligibility for such benefits.

When the employee is the birth-mother, maternity leave will run concurrently with temporary disability leave. In the event that the period of disability continues beyond the six (6) week maternity leave period, the sick leave and temporary disability provisions as described above will apply.

The maternity/parental leave provisions described above do not apply to unionized employees. Unionized employees should refer to their current union contract for a statement of benefits.

Please note that the Federal Family Medical Leave Act (FMLA) and the New Jersey Family Leave Act (NJFLA) provide rights to unpaid leave following a birth, adoption, or initiation of a foster care relationship. Leave under the FMLA and NJFLA runs concurrently with Stevens' Maternity/Parental Leave, as well as any other paid leave taken in connection with the same event. New parents also have rights to family leave insurance benefits pursuant to the family leave provision of the New Jersey Temporary Disability Benefits Law. Information regarding these benefits is available on the website for the Division of Human Resources.

Note: The University reviews its policies and procedures from time-to-time and reserves the right to change or amend them at any time.