





ACADEMIC POLICY  
Family and Medical Leaves of Absence Policy

A. EFFECTIVE DATE :	4/19
B. PURPOSE :	To inform residents and fellows about the use of Family and Medical Leave of Absence (FMLA).
C. POLICY :	Family and Medical Leave of Absence (FMLA) is available to eligible* residents/fellows who wish to take time off from work duties to fulfill covered family obligations relating directly to childbirth, child-rearing, adoption, or placement of a foster child; or to care for his/her own serious health condition, (emergent or non-emergent), or a child, spouse, domestic partner or parent with a serious health condition. Leave under FMLA may be paid or unpaid.
D. SCOPE :	Residents and Fellows
E. PROCEDURES, GUIDELINES AND PROTOCOLS :	<a href="#">Please refer to the Family and Medical Leaves of Absence guidelines and procedures set forth in this policy</a>  See <a href="#">Contract Extension Due to Leave Guidelines</a>
F. REFERENCES :	All family leave rules are a reflection of the <a href="#">Connecticut and Federal laws and statutes</a> and <a href="#">Federal law</a> .
G. RELATED POLICIES/ PROCEDURES :	<a href="#">Sick Leave Guidelines and Policy</a> <a href="#">Vacation Leave Guidelines and Policy</a> <a href="#">Parental Leave Guidelines and Policy</a> <a href="#">Contract Extension Due to Leave Guidelines</a> <a href="#">Personal Leave Guidelines and Policy</a>
H. SEARCH WORDS :	family leave; medical leave; leave of absence; FMLA; sick leave; vacation leave; contract extension due to leave; personal leave
I. ENFORCEMENT:	Violations of this policy or associated procedures may result in appropriate disciplinary measures in accordance with University By-Laws, General Rules of Conduct for All University Employees, applicable collective bargaining agreements, the University of Connecticut Student Code, GME policies and procedures, or other applicable University Policies.
J. APPROVED BY :	<p>1.  _____ 4/5/19 Associate Dean for Graduate Medical Education Date</p> <p>2.  _____ 4/5/19 Assistant Dean for Graduate Medical Education Date</p>

## Residents/Fellows Policies and Procedures Manual

K. REVISION HISTORY :

1. Effective: *TBD*