

Family and Medical Leave

The Board recognizes that, in order to foster development of children and the family unit, employees of the district should be able to participate in early childrearing and the care of family members who have serious health conditions.

In accordance with the Family and Medical Leave Act of 1993 and the corresponding rules and regulations, this policy will:

1. balance the demands of the workplace with the needs of families, to promote the stability and economic security of families, and to promote national interests in preserving family integrity;
2. entitle employees to take reasonable leave for medical reasons, for the birth or adoption of a child, and for the care of a child, spouse, or parent who has a serious health condition;
3. accomplish the purposes described in paragraphs 1 and 2 in a manner that accommodates the legitimate interests of the District;
4. accomplish the purposes described in paragraphs 1 and 2 in a manner that, consistent with the Equal Protection Clause of the Fourteenth Amendment, minimizes the potential for employment discrimination on the basis of sex by ensuring that leave is available for eligible medical reasons and for compelling family reasons, on a gender-neutral basis.

Legal Reference:	RCW 28A.400.300	Hiring and discharging employees
	RCW 49.12.270	Sick leave to care for child
	49.12.360	Parental leave - discrimination prohibited
	49.78	Family leave
	WAC 296-134	Family leave
	P.L. 103-3	Family leave

RSD #400

Adopted: March 8, 1994