

## FAMILY MEDICAL LEAVE FOR EMPLOYEES

In accordance with state and federal law, the Board and/or District Human Resources (as appropriate) shall grant family care and medical leave to eligible employees, without discrimination. Employees who are granted such leave shall be employed in the same or a comparable position upon returning from family care or medical leave, subject to any exceptions or limitations provided by law.

### *References:*

*Education Code Sections 87766, 87780.1, 87784.5, 88193, 88196.1, and 88207.5*

*Government Code, Sections:*

- a. 12940 – Unlawful employment practices*
- b. 12945 – Pregnancy; childbirth or related medical condition; unlawful practice*
- c. 12945.2 – California Family Rights Act; family care leave; definitions; conditions*
- d. 19702.3 – Family care leave; exercise of rights*

*Title 2, California Code of Regulations, Sections 11087-11097 Family Care Leave*

*Title 29, United States Code, Sections 2601, 2611-2619, 2631-2636, 2651-2654, Family and Medical Leave Act of 1993*

*Title 29, Code of Federal Regulations, Section 825, Family and Medical Leave Act of 1993*