



UNIVERSITY POLICY

Policy Name:	Pregnancy Policy for Staff Employees				
Section #:	60.3.9	Section Title:	Human Resources (HR): Non-Academic Employees	Formerly Book:	3.6.10
Approval Authority:	Senior Vice President for Human Resources and Organizational Effectiveness		Adopted:	1974	Reviewed: 02/26/2020
Responsible Executive:	Senior Vice President for Human Resources and Organizational Effectiveness		Revised:	09/29/2000; 08/01/2006; 07/24/2008, 09/09/2013 (Updated title and Section 3); 02/26/2020	
Responsible Office:	University Human Resources		Contact:	policies@hr.rutgers.edu	

1. Policy Statement

Disabilities caused by pregnancy and/or childbirth are treated in the same manner as any other disabilities.

2. Reason for Policy

To provide University staff members with information on disabilities caused by pregnancy.

3. Who Should Read This Policy

This policy is applicable only to employees in legacy Rutgers positions. A legacy Rutgers position is a position which, historically, was associated with Rutgers University before June 30, 2013. These positions may be governed by different negotiated agreements and policies from those that would be applicable to individuals in legacy University of Medicine and Dentistry of New Jersey (UMDNJ) positions. In this regard, individuals employed in legacy Rutgers positions may be eligible for different non-State benefits than individuals who hold legacy UMDNJ positions.

4. Resources

- a. [University Policy 60.3.7: Medical Leave of Absence without Salary](#)
- b. [University Policy 60.3.8: Family Leave](#)
- c. [Collective Negotiations Agreements](#)

5. Definitions

N/A

6. Policy

Disabilities caused by pregnancy and/or childbirth are treated in the same manner as any other disability. That is, a woman who is unable to work due to a pregnancy related disability may use

accrued sick time. If accrued sick time is not available, she may request a medical leave of absence without salary as provided in [University Policy Section 60.3.7: Medical Leave of Absence without Salary](#). Leave without pay will be charged concurrently against any available entitlement under the Federal Family and Medical Leave Act (See [University Policy 60.3.8: Family Leave](#)). Employees on leave without pay shall have health benefits continued for a period of up to three months for such medical leave of absence provided the employee continues to pay any premiums which she normally would be required to pay. The employee may be eligible for New Jersey Temporary Disability Insurance (TDI), or may use accrued Vacation, Administrative Leave, or Personal Holiday during the leave. A pregnant woman may work as long as her health and her physician allow. She should discuss her anticipated period of absence fully with her supervisor so that the department is properly able to plan to cover her leave.

For details of a family leave of up to 12 weeks to provide care made necessary by reason of the birth of a child, see [University Policy 60.3.8: Family Leave](#).

For information about the pregnancy policy applicable to faculty, please contact the Office of Academic Labor Relations.

For employees covered by collective negotiations agreements, refer to the appropriate agreements.