

Dear Members of the Johns Hopkins University Family:

For the past year, leaders across the institution have been working on an issue we know to be of significant interest to our community: support for new parents. Our university is made stronger when we help our new and growing families to thrive. With that foremost in mind, I'm delighted to announce some major enhancements to the university's family leave policies.

1. New Paid Parental and Birth Recovery Leave. Beginning July 1, 2017, full- and part-time employees who have worked at the university for at least one year will receive the following new leave benefits:

- All new mothers and fathers, including adoptive parents, will receive **four weeks of fully paid parental leave**, usable within the first 12 months after birth or placement.
- Employees who give birth will be given an additional **six weeks of fully paid birth recovery leave**, which can be extended for medical necessity, usable concurrently with Family Medical Leave (FML).
- University sick leave policies will allow parents to use accrued leave for FML-approved child bonding.

2. Expanded Adoption Benefits. We have tripled our benefit for employees who are adopting a child from \$5,000 to **\$15,000 in financial assistance per adopted child**.

3. Parental/New Child Accommodations for Graduate Students and Postdocs. All eligible full-time graduate students and postdoctoral trainees will receive an **eight-week accommodation to care for a new child**, with no loss in tuition benefits, stipend support, or benefits from a training grant, fellowship, or scholarship.

Earlier this week, I had the chance to meet with some of the university's expectant parents. I was delighted to be able to share with them this news, and hear how these policy changes will help them navigate this exciting time in their lives.



Details of the new policies are available for employees on the [HR Benefits website](#) and for graduate students and postdocs from their program directors.

I'm truly grateful to all the members of our community – staff, faculty, graduate students, and postdocs – who have highlighted the importance of parental leave, and to the deans, university leaders, and staff members who have worked so hard to make this happen. I am proud of these changes, which represent one more way JHU supports the well-being of our employees and trainees.

Sincerely,

Ronald J. Daniels
President