

## **POLICY 2.33: EMPLOYEE LEAVES OF ABSENCE**

### **Leave policy**

The board of trustees supports the rights of qualified employees to access leave under Illinois law, to include:

1. Unpaid leave under the Victims' Economic Security and Safety Act ("VESSA") for employed victims of domestic violence, sexual violence, gender violence, or any crime of violence, including employees with a family or household member who is a victim of domestic violence, sexual violence, gender violence or any crime of violence.
2. Unpaid bereavement leave to:
  - a. Attend the funeral or alternative to a funeral of a covered family member
  - b. Make arrangements necessitated by the death of the covered family member
  - c. Grieve the death of the covered family member
  - d. Be absent from work due to:
    - i. A miscarriage
    - ii. An unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure
    - iii. A failed adoption match or an adoption that's not finalized because it's contested by another party
    - iv. A failed surrogacy agreement
    - v. A diagnosis that negatively impacts pregnancy or fertility
    - vi. A stillbirth
    - vii. Leave related to the loss of a child by suicide or homicide
3. Leaves for service in the Armed Forces of the United States, the National Guard and the State Guard, whether active or reserve, including service under the authority of U.S.C. Titles 10, 14 or 32, or state-active duty
4. Leaves for blood donation and organ donation
5. Unpaid leaves under the School Visitation Rights Act to attend school conferences, behavioral meetings, or academic meetings related to the employee's child if the conference or meeting cannot be scheduled during nonwork hours

As permitted by law, the board reserves the right to require concurrent use of available paid leave during any unpaid leaves.

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