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**Faculty and Staff,**

I am delighted to announce some important changes to the College's parental leave policies for both staff and faculty. It is my hope that the addition of paid parental leave for staff, for whom parental leave was previously unpaid, and the extension of paid parental leave for faculty from 12 weeks to the full semester, will enable the wonderful and hardworking members of our community to more easily balance their family and work obligations. I am so grateful for all you do to support our community, and I am so glad that Rhodes can better support you in this way. Please reach out to Claire Shapiro in HR if you have any questions about these new policies, which will go into effect immediately.

**Staff Parental Leave**

Rhodes currently provides sixteen (16) weeks of FMLA leave for the birth or adoption of a child and twelve (12) weeks of FMLA leave for the placement of a child with the employee for foster care. Under the new parental leave policy, six (6) weeks of that leave will be paid for the Rhodes employee who is the primary caregiver of the child and two (2) weeks of that leave will be paid for the Rhodes employee who is the non-primary caregiver for the child. This paid leave must be taken within 12 months of the birth, adoption, or state placement of the child and must be taken in consecutive weeks.

The six weeks of paid parental leave in

