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Depending on the circumstances, absences due to childbirth, adoption and/or care of a newborn may be covered under a combination of leave types, including:

- use of the employee's personal sick and vacation balances;
- short-term disability; and
- family medical leave.

The regulations regarding eligibility for and use of these various options are quite specific. Employees should contact their campus human resources department for assistance. (See the [Family Medical Leave Act](#) [1] section and [Leave of Absence Without Pay](#) [2] pages for additional information.)

Other Resources

State Classified

[Your Rights and Responsibilities under Family/Medical Leave](#) [3]

[State Classified Handbook](#) [4]

Faculty and University Staff

[Administrative Policy Statement on Parental Leave for Faculty, Officers and University Staff](#) [5]

Groups audience:

HCM Community

Source URL: <http://www.cu.edu/hcm-community/parental-leave-due-childbirthadoption>

Links:

[1] <http://www.cu.edu/hcm-community/family-medical-leave-act-fmla>

[2] <http://www.cu.edu/hcm-community/leave-absence-without-pay>

[3]

<https://www.colorado.gov/pacific/sites/default/files/FMLA%20Your%20Rights%20and%20Responsibilities.pdf>

[4]

<http://www.colorado.gov/cs/Satellite?blobcol=urldata&blobheader=application%2Fpdf&blobkey=id&blobtable=mpg&blobwhere=126261121>

[5] <http://www.cu.edu/ope/aps/5019>