

NYU Parental Bonding Leave

The University provides eligible employees with paid leave to bond as a parent with his or her newborn child, newly adopted child, new foster care child, or with a child newly placed in his or her legal custody. This policy covers parents in legal same-sex relationships or registered domestic partnerships.

Eligibility

Full-time Administrators, Professionals, Professional Research Staff and Clerical and Technical Staff who have completed one (1) year of service (excluding any leaves).

Entitlement

Eligible employees may take up to six (6) weeks of parental bonding leave in a 12 month period at full pay.

The period of parental bonding leave must be taken within 12 months of the birth, adoption, foster care placement, or legal custody placement.

Parental bonding leave must be taken on a continuous basis.

Where both parents are NYU employees eligible under this policy, a maximum bonding leave benefit for both parents is a combined six (6) weeks.

Parental Bonding Leave, FMLA and NYPFL

FMLA – Parental bonding leave shall run concurrently with FMLA leave, as applicable. An employee applying for parental bonding leave under this policy must complete the [NYU Parental Bonding Leave Application](#) and follow the process for requesting FMLA.

NYPFL – Parental bonding leave shall run concurrently with New York Paid Family Leave (NYPFL) when NYPFL is running concurrently with FMLA, in accordance with the University's FMLA Policy and Procedure.

Please refer to the NYU Parental Bonding Leave Policy and Procedure for additional information:

<https://www.nyu.edu/about/policies-guidelines-compliance/policies-and-guidelines/bonding-leave.html>