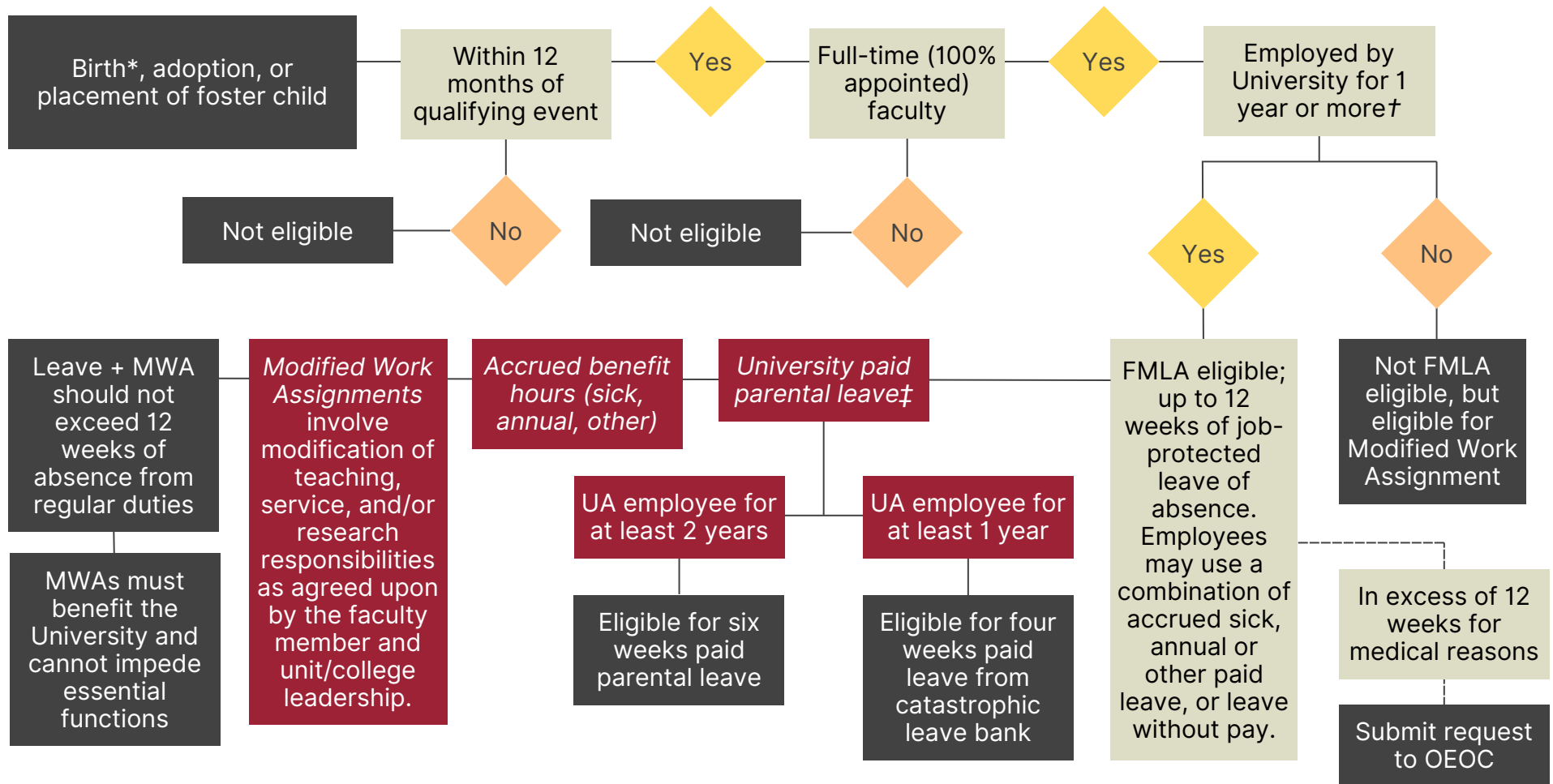




Faculty Parental Leave and Modified Work Assignments Decision Tree

ACADEMIC POLICY 1420.12



* Faculty members who will give birth should apply for accommodations through the Office for Equal Opportunity, Compliance, and Title IX (OEOC), as per Fayetteville Policies and Procedures 203.2.

† To qualify for FMLA, employees must work 1,250 hours in the preceding 12 months.

‡ Per Board of Trustees Policy 420.2, paid parental leave is to be shared between parents if both are employed by the University of Arkansas.