



Procedure 410-06 Bereavement

Sponsor: Human Resources

Purpose

To provide eligible employees paid leave off in the event of a death in the employee's immediate family.

Definitions

None

Procedure

Eligibility

Eligible employees are full-time staff and faculty as described in Procedure 443-01 Employment Type, Category, and Requirements. Temporary and part-time employees are not eligible but may use their personal accrued sick leave if available.

An employee must be on active pay status in order to receive paid bereavement leave.

Scope of Benefit

An eligible employee, upon giving as much notice as possible to his/her supervisor, shall be permitted up to three (3) days in the event of death in the immediate family with an option of two (2) additional days with Human Resources approval.

Definition of Immediate Family

Immediate family is defined as: spouse, domestic partner, child, parent, parent-in-law, sibling, grandchild, grandparent, or any other relative who is a permanent member of the employee's established household. A parent is defined as a natural parent, step-parent, adoptive parent, or surrogate parent (a person who raised the employee as his/her child). A child is defined as a natural child, adoptive child, foster child, or stepchild.

A petition may be submitted to the Executive Director of Human Resources for an exception to this procedure in the event bereavement leave is needed for a longer period of time or for a death of a person outside the immediate family.

Request for Leave

The appropriate leave form, as identified by Human Resources, must be submitted to the employee's supervisor substantiating the need for bereavement leave. In consideration of the sensitive nature of bereavement, the supervisor shall not disclose any related information to others unless explicitly permitted by the employee. Confidentiality will be maintained to respect the privacy and wishes of the grieving employee.

References

Procedure 443-01 Employment Type, Category, and Requirements

Procedure History

06/24/2009	Reformatted
12/05/2018	Revised and Approved by College Council
09/23/2024	Revised and Approved by President's Cabinet

Legal Review

None