### UCSD Health Sciences Family Accommodation Policies Summary

#### Leaves

<table>
<thead>
<tr>
<th>Campus Policy</th>
<th>Health Sciences</th>
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</table>
| Childbearing Leave | 1. Department-specific policies  
2. Minimum 6 weeks  
3. Variable pay policy  
&emsp;&emsp;a. minimum at “base” salary*  
&emsp;&emsp;without charged vacation  
&emsp;&emsp;(if not eligible for sick leave) |
| 1. Eligibility: pregnancy  
2. Leave for disability due to pregnancy, childbirth, or related medical conditions  
3. Duration: 6 weeks to 4 months max (before, during, or after birth)  
4. Pay: 6 weeks base salary if not eligible for sick leave  
(if eligible may use sick or vacation leave otherwise unpaid) |
| Parental Leave | Same |
| 1. Eligibility: need to care for a child (of appointee, spouse or domestic partner)  
2. Duration: up to 1 year combined with other leaves and ASMD  
3. Pay: leave without pay (may use vacation) |

#### ASMD

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<tr>
<th>Active Service-Modified Duties</th>
<th>See statement of UCSD Health Sciences ASMD Guidelines</th>
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| 1. Eligibility: need to prepare or care for eligible child  
&emsp;&emsp;a. newborn child of appointee, spouse or domestic partner  
&emsp;&emsp;b. adoption or foster care placement for child <5 years  
2. Period of time with reduced responsibilities  
3. Duration:  
&emsp;&emsp;a. Birth mother: up to 2 quarters ASMD + CBL for each birth  
&emsp;&emsp;b. Others: 1 quarter for each event (birth or placement)  
4. Pay: base salary for period of ASMD if not eligible for sick leave  
(if eligible, may use sick/vacation leave or reduced appointment) |

#### Academic Review

<table>
<thead>
<tr>
<th>Extension of Probationary Period</th>
<th>Same</th>
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| 1. One year extension for any academic appointee with substantial responsibility for care of an eligible child  
2. Can request any time up to beginning of 6th year  
3. Maximum of 2 extensions for family accommodation |

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<tr>
<th>Deferral of Academic Review</th>
<th>Same</th>
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</table>
| 1. One year deferral for any academic appointee with substantial responsibility for care of an eligible child  
2. Maximum of 2 deferrals for family accommodation |

* base salary = X + X’ + Y’

See APM 760 and PPM 230-10 for full description