

**GRAYS HARBOR COLLEGE**  
**Operational Policy**

**Subject: DISABILITY LEAVE FOR MATERNITY PURPOSES, ALL EMPLOYEES**

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**Operational Policy Number: 608**

**Date adopted: 11/26/73 Revised: 11/15/87, 3/20/01, 3/05/07, 4/17/07**

Disability Leave for Maternity Purposes will be available to all employees. Such leave for all employees shall be governed by the Family Medical Leave Act, Title VII, Washington State Human Rights Commission Regulation on Maternity Leave, WAC 357-31, and Faculty and Classified Staff collective bargaining agreements. The length of the maternity leave will be arranged based on information from the employee, the physician and the immediate supervisor.

An employee who temporarily vacates a position due to pregnancy is on official leave status. The vacated position can be filled temporarily but cannot be filled permanently.

An employee on maternity leave cannot be terminated, demoted, laid-off (due to reasons other than budgetary) or placed on any status other than that acquired prior to pregnancy. An employee will be returned to his or her original position or a position of like status and pay, and will be entitled to all previously earned service credits and other benefits.