



7.3.4 Maternity Leave

Policy Statement

Sick leave can be taken for any incapacity related to pregnancy and for the mother's recovery after birth, generally, 6-8 weeks as recommended by her physician. Sick leave (with and without pay) policies apply for absences related to pregnancy and post-partum recovery.

The Patient Protection & Affordable Care Act (2010) and Georgia state law ([O.C.G.A. 34-1-6](#)) provide that a nursing mother shall have the opportunity to express breast milk for her infant during work hours. If employees request accommodations for breastfeeding, units should contact the Office of Faculty & Staff Relations regarding their responsibilities in accordance with federal and state regulations.

Responsibilities

Responsible University Senior Administrator: Vice President for Finance & Administration

Responsible University Administrator: Associate Vice President for Human Resources

Policy Owner: hrweb@uga.edu

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Policy Dates

Effective Date:

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Date of Last Review:

Date of Approval:

Previous Version of Policy: