Maternity Leave Benefits for Post Docs, Academic Appointees, and Faculty who are appointed and paid by HMS, HSDM and HSPH are summarized below. Though there are some slight differences of benefits between the Schools, to be eligible for these benefits at all schools you must:

* receive a Harvard paycheck and,
* be in a benefits eligible **position/title**

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| **Harvard School of Public Health** | | |
| **Titles and Employee Classes** | **Maternity/Parental Leave Benefit Summary** | **More Information and Primary Contact for Assistance** |
| **Senior and Ladder Faculty Titles:**  **(Employee classes F & J)**  Professors  Associate Professors  Assistant Professors | Paid leave for up to thirteen weeks following the birth or adoption of a child. | [Click here](http://www.hsph.harvard.edu/faculty-affairs/faculty/sabbaticals-leaves-of-absence-and-clock-extensions/paid-parental-leave-and-tenure-clock-extension-to-meet-child-care-needs/) for more detailed information on Ladder Faculty LOA policies from HSPH Office of Faculty Affairs.  For questions please contact Tina Goldsmith, [tgoldsmi@hsph.harvard.edu](mailto:tgoldsmi@hsph.harvard.edu) or Jennifer Moltoni, [jmoltoni@hsph.harvard.edu](mailto:jmoltoni@hsph.harvard.edu) |
| **Non-Faculty Academic Appointment Titles: (Employee class O)**  Lecturers  Instructors  Research Associates, Associates  Research Scientists | Academics here LESS than 7 years: 75% pay for 8 Weeks Short Term Disability + 4 Weeks Parental Leave  Academics here MORE than 7 years: 100% pay for 8 Weeks Short Term Disability + 4 Weeks Parental Leave | [Click here](http://www.hsph.harvard.edu/faculty-affairs/annual-appointments/annual-benefits-facilities-and-services/leave-policies-for-non-faculty-academic-appointees-excluding-postdoctoral-research-fellows-2/) for more information on LOA policies for Non-Faculty Academic Appointees at HSPH.  For questions please contact Jennifer Moltoni, [jmoltoni@hsph.harvard.edu](mailto:jmoltoni@hsph.harvard.edu) |
| **Post Doctoral Research Fellows:**  **(Employee Classes Y (salary) or Z (stipend))**  Research Fellows  Post Doctoral Fellows | Post Docs here LESS than 7 years: 75% pay for 8 Weeks Short Term Disability + 4 Weeks Parental Leave  Post Docs here MORE than 7 years: 100 % pay for  8 Weeks Short Term Disability + 4 Weeks Parental Leave | For questions please contact Lynne Bimmler, Leave of Absence Specialist for the Harvard Longwood Campus, [lbimmler@hsph.harvard.edu](mailto:lbimmler@hsph.harvard.edu)  617-432-1024 |
| **Visiting Fellows and Visiting Students** | ***These titles are not benefits eligible positions*** are therefore not eligible Harvard paid leave of absence |  |

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| **Harvard Medical School & Harvard School of Dental Medicine** | | |
| **Titles and Employee Classes** | **Maternity/Parental Leave Benefit** | **More Information and Primary Contact for Assistance** |
| **Senior and Ladder Faculty Titles:**  **(Employee classes F & J)**  Professors  Associate Professors  Assistant Professors | Paid leave for 12 weeks following the birth of a child.  Up to 4 Weeks of Parental leave for Non-birth parents following the birth or adoption of a child. | For questions please contact Lynne Bimmler, Leave of Absence Specialist for the Harvard Longwood Campus, [lbimmler@hsph.harvard.edu](mailto:lbimmler@hsph.harvard.edu)  617-432-1024 |
| **Non-Faculty Academic Appointment Titles: (Employee class O)**  Lecturers  Instructors  Research Associates, Associates | Paid leave for 12 weeks following the birth of a child.  Up to 4 Weeks of Parental leave for Non-birth parents following the birth or adoption of a child. | For questions please contact Lynne Bimmler, Leave of Absence Specialist for the Harvard Longwood Campus, [lbimmler@hsph.harvard.edu](mailto:lbimmler@hsph.harvard.edu)  617-432-1024 |
| **Post Doctoral Research Fellows:**  **(Employee Classes Y (salary) or Z (stipend))**  Research fellows | Post Docs here LESS than 7 years: 75% pay of 8 Weeks Short Term Disability + 4 Weeks Parental Leave at 100%  Post Docs here MORE than 7 years: 100 % pay of  8 Weeks Short Term Disability + 4 Weeks Parental Leave | For questions please contact Lynne Bimmler, Leave of Absence Specialist for the Harvard Longwood Campus, [lbimmler@hsph.harvard.edu](mailto:lbimmler@hsph.harvard.edu)  617-432-1024 |
| **Visiting Fellows and Visiting Students** | ***These titles are not benefits eligible positions*** are therefore not eligible Harvard paid leave of absence |  |

Appointees whose pay and benefits do not come from Harvard University need to be in touch with their Affiliate Institutions regarding their parental leave policies. Click on the link below to see benefits information for each institution.

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| [Beth Israel Deaconess Medical Center](http://www.bidmc.org) | [Harvard Pilgrim Health Care Institute](https://www.harvardpilgrim.org/portal/page?_pageid=213,205677&_dad=portal&_schema=PORTAL) | [Massachusetts Eye and Ear Infirmary](http://www.masseyeandear.org/careers/benefits/) | [Partners Corporate](http://www.partners.org/Careers/Corporate-Careers/Working-At-Partners/Benefits.aspx) |
| [Brigham and Women's Hospital](http://careers.brighamandwomens.org/CareersatBWH/Benefits.aspx) | [Hebrew SeniorLife](http://www.hslcarequest.com/Benefits.aspx) | [Massachusetts General Hospital](http://www.massgeneral.org/careers/worklifebenefits.aspx) | [Schepens Eye Research Institute](http://www.schepens.harvard.edu/benefits/benefits.html) |
| [Cambridge Health Alliance](http://www.challiance.org/Careers/CareersHome.aspx) | [HSDM Affiliate: The Forsyth Institute](http://forsyth.atsondemand.com/) | [McLean Hospital](http://mclean.harvard.edu/employment/benefits/) | [Spaulding Rehabilitation Hospital](http://www.spauldingrehab.org/careers/benefits) |
| [Children's Hospital Boston](http://www.childrenshospital.org/career-opportunities/benefits) | [Joslin Diabetes Center](http://www.joslin.org/about/benefits.html) | [Mount Auburn Hospital](https://www.hrapply.com/mtauburn/AppBenefits.jsp) | [VA Boston Healthcare System](http://www.benefits.va.gov/benefits/) |
| [Dana-Farber Cancer Institute](http://www.dana-farber.org/Careers/Benefits-of-Working-Here.aspx) | [Judge Baker's Children's Center](http://jbcc.harvard.edu/basic-page/benefits) |  |  |