Policy 4.23
Bereavement

Overview
Emory is concerned about the well-being of its employees and views bereavement leave as a benefit that assists employees during times of need.

Applicability
Regular employees who work at least 20 or more hours per workweek are eligible for paid bereavement leave. Temporary employees, except rehired retirees, are not eligible for bereavement leave.

Policy Details
Bereavement leave may be granted for:
- Attendance at a funeral or comparable service.
- Related travel time.
- Time necessary to conduct arrangements or other necessary business.

PROVISIONS
Absence may be compensated for up to five days per occurrence for an immediate family member identified as grandparent, parent, step-parent, legal guardian, spouse, same-sex domestic partner, child, step-child, grandchild, legal ward, sibling, and any other individual residing in the employee’s home.

In the event of the death of another relative identified as aunt, uncle, niece, nephew or in-law relationship, absence may be compensated for up to three days per occurrence.

Absence may be compensated at the supervisor’s discretion for an employee to attend the funeral of a close friend. The amount of time granted depends on the relationship the individual has with the deceased, the individual’s level of responsibility for the arrangements, travel time needed, status of work in the employee’s department, and other relevant circumstances.
Should additional time off be required in excess of bereavement leave the employee may request vacation, floating holiday, or holiday leave.

Bereavement leave hours for exempt employees will be recorded only if the employee is absent for the entire day.

**REQUESTING LEAVE**
An employee is responsible for requesting leave from his/her immediate supervisor or designee as soon as possible. A supervisor may request an obituary or other supporting documentation from the employee in conjunction with the request.

**PROCEDURE**
Each department is responsible for the maintenance of bereavement leave records for employees within the department. Bereavement leave hours shall be recorded as BRV on employees’ leave record forms and on TAS/timesheets of biweekly paid employees. Bereavement leave hours for nonexempt employees are not added to hours worked in the computation of overtime.

**Related Links**
- Current Version of This Policy: [http://policies.emory.edu/4.23](http://policies.emory.edu/4.23)

**Contact Information**

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**Revision History**

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