

Parental Leave Policy Discrimination Risk

Use this decision tree to determine if your existing parental leave policy (or short-term disability policy, if used as a proxy) is discriminatory and needs updating.

As part of our program, Parento crafts compliant, gender-neutral paid parental leave policies.

Companies can be fined for non-compliance.

- A primary v. secondary caregiver policy lawsuit cost JPMorgan \$5mm
- Estee Lauder paid \$1,100,000 in fines to the EEOC because it treated new fathers differently than new mothers

The decision tree is not legal advice or guidance and only a portion of what's required to create a compliant policy, and cannot replace the guidance of legal counsel.

