

**Sussex County Community College**  
**Policy No.: 200.29**  
**Area: Human Resources**  
**Adopted: July 26, 2016**

**200.29 Family Medical Leave Act (FMLA) and New Jersey Family Leave Act (NJFLA) Policy**

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**PURPOSE OF THE POLICY**

To provide eligible Sussex County Community College (“College”) employees with leave in accordance with State and Federal law.

**GENERAL STATEMENT OF FAMILY MEDICAL LEAVE ACT (FMLA) AND NEW JERSEY FAMILY LEAVE ACT (NJFLA) POLICY**

It is the policy of the College to provide unpaid leave as provided by the Family Medical Leave Act (FMLA) and the New Jersey Family Leave Act (NJFLA). The acts are intended to balance the demands of the workplace with the needs of families, to promote the stability and economic security of families, and to promote national interests in preserving family integrity.