

# DPM Chapter 630

## Subchapter 13. Leave for Parental and Family Responsibilities

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### **13-3. EMPLOYEE AND AGENCY RESPONSIBILITIES**

**b. Agency Responsibility.** The Department endorses the spirit and intent of the guidance described in this chapter and supports the goal of strengthening the basic role of the Federal Government as a family-oriented employer. It is Departmental policy that employees shall be granted leave for parental and family respon-

sibilities in a manner that is responsive to the demands of the employee's personal life and yet does not negatively impact the accomplishment of organizational goals. In this regard, each operating element is required to have a written policy on leave for parental and family responsibilities that is consistent with this chapter, balancing the needs of employees in a fair and consistent manner against essential work requirements.