

# 4 Tips For Crafting An Airtight Parental Leave Policy

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Debra Friedman was quoted in *Law360* discussing parental leave policies that satisfy the law and do right by workers. She emphasized the importance of a gender-neutral parental bonding policy as a top priority. "The number one mistake I see when I review handbooks is calling them maternity leave policies, and only offering the benefit to women," she said. She added it's a common mistake to offer mothers a better benefit than fathers in what an employer might believe is a "pro-woman, progressive" option. "Some employers are quite surprised to hear that although their intentions are to recognize the role that many women play in the family, it isn't necessarily progressive because it's loaded with assumptions that may or may not be true in all cases," she said.

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