

# 70 Innovative Companies That Are Leading on Leave in 2021

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## Most Gender-Equal & Family Inclusive Leave Policies

Companies with parental leave policies of at least 12 weeks that have no distinction between primary and secondary caregivers, and which include adoptive parents:

American Express	Estée Lauder*	The National Football League*
Bank of America	Gap Inc.	NVIDIA*
Boeing*	Gates Foundation*	Netflix
Christiana Care Health Systems*	General Mills	Pinterest
Crowley Maritime Corporation*	Goldman Sachs	Sun Life
Discovery Communications*	Hewlett Packer	SurveyMonkey*
Ernst & Young*	Intel*	Sweetgreen*
Etsy	Kering	S&P Global*
Facebook	Klarna	TD Bank
Blue Cross and Blue Shield of North Carolina	LinkedIn*	TIAA*
	Legg Mason	Twitter
	The Nation	Vodafone
	Mozilla*	

\* These companies' parental leave policies include foster parents as well as adoptive and birth parents.

## Full Family Care Policies

Companies with policies that include at least six to 12 weeks of parental leave and at least six weeks of family caregiving leave:

Activision Blizzard	Bristol Myers Squibb	Lyft
Deloitte	Facebook	Medtronic
Discovery Communications	Intel	Nike
eBay	Levi Strauss & Co.	PayPal
Etsy	LinkedIn	Sun Life

## Most Comprehensive Leave for Parents Who Give Birth

Companies with at least 12 weeks of gender-neutral parental leave policies in addition to at least six weeks of medical leave for parents who give birth:

American Express	General Mills	NVIDIA
Discovery Communications	Mozilla	Sun Life
Estée Lauder		

## Part-Time Employee Equity

Companies that provide the same amount of leave to their part-time employees as to their full-time employees:<sup>1</sup>

Accenture	First Horizon Corporation	Medtronic
American Express	H&M	Norton Healthcare
Bank of America	IKEA	Sun Life
Bristol Myers Squibb	Kimberly-Clark	Tiffany & Co.
Cisco	Klarna	Wells Fargo
Dollar General	L'Occitane	Western Union
First Data	MassMutual	

## Leave Innovators

Companies taking steps to provide unique forms of leave to their employees:

- **Adobe, Airbnb, Facebook, BASF, General Mills, Intel, Levi Strauss & Co., Lyft, MassMutual, Mastercard, SurveyMonkey and the United States Steel Corporation** provide employees at least two weeks of bereavement leave.
- **Adobe** offers 30 days of paid leave to voluntary organ donors.
- **Discovery Communications, Etsy, Medtronic and Sun Life** provide leave for needs arising related to the military deployment of an employee's family members.
- **AbbVie, Choice Hotels, Discovery Communications, Dow Inc., First Horizon Corporation, Johnson & Johnson, Morgan Stanley, The Nation, Vanguard and XL Catlin** allow employees to take portions of their paid leave policies nonconsecutively.

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<sup>1</sup> This list does not include policies that differentiate between hourly and salaried employees, or policies that require employees to work a certain amount of hours per week to be eligible. The list does include policies that require employees to have worked for at least a certain amount of time (usually a year) before being eligible.