70 Innovative Companies That Are Leading on Leave in 2021

August 2021

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

* 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*
- Deloitte
- Discovery Communications
- eBay
- Etsy
- Bristol Myers Squibb
- Facebook
- Intel
- Levi Strauss & Co.
- LinkedIn
- Lyft
- Medtronic
- Nike
- PayPal
- 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:

<table>
<thead>
<tr>
<th>American Express</th>
<th>General Mills</th>
<th>NVIDIA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discovery Commun</td>
<td>Mozilla</td>
<td>Sun Life</td>
</tr>
<tr>
<td>Estée Lauder</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Part-Time Employee Equity
Companies that provide the same amount of leave to their part-time employees as to their full-time employees:

<table>
<thead>
<tr>
<th>Accenture</th>
<th>First Horizon Corporation</th>
<th>Medtronic</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Express</td>
<td>H&amp;M</td>
<td>Norton Healthcare</td>
</tr>
<tr>
<td>Bank of America</td>
<td>IKEA</td>
<td>Sun Life</td>
</tr>
<tr>
<td>Bristol Myers Squibb</td>
<td>Kimberly-Clark</td>
<td>Tiffany &amp; Co.</td>
</tr>
<tr>
<td>Cisco</td>
<td>Klarna</td>
<td>Wells Fargo</td>
</tr>
<tr>
<td>Dollar General</td>
<td>L’Occitane</td>
<td>Western Union</td>
</tr>
<tr>
<td>First Data</td>
<td>MassMutual</td>
<td></td>
</tr>
</tbody>
</table>

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

- 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.

*Activision Blizzard’s company leave policy meets the standards outlined in this document, but the company’s organizational culture does not reflect a dedication to*

---

1 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.
gender equality and family support. In July and August 2021, Activision Blizzard employees came out against a misogynistic work culture characterized by gender discrimination, sexual harassment and unequal pay. Paid leave policies are not enough to achieve workplace equity for all.

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, reproductive health and rights, access to quality, affordable health care and policies that help all people meet the dual demands of work and family. More information is available at NationalPartnership.org.

© 2021 National Partnership for Women & Families. All rights reserved