



American College of
Emergency Physicians®

ADVANCING EMERGENCY CARE 

POLICY STATEMENT

Approved April 2012

Family Leave of Absence

Reaffirmed April 2012

Revised October 2006 and
September 1999

Revised titled "Family Leave of
Absence" April 1994

Originally approved titled,
"Parental Leave of Absence"
June 1990

To promote the health and well-being of emergency physicians, ACEP endorses the following principles regarding family leave time.

- The health and integrity of working physicians' parent/child/family relationships are essential to the physicians' well-being. The ability to respond to family needs promotes work satisfaction and career longevity which, in turn, contributes to higher quality patient care.
- Emergency physician groups, employers, and emergency medicine residency programs should have written policies that support family leaves of absence. These policies should apply to a personal serious illness, both parents for the birth or adoption of a child, the care of a seriously ill family member, or to situations involving either the safety or cohesion of the family (including mental health emergencies).
- The leaders of physician groups and residency programs, as well as employers, should actively support these policies by informing physicians of them and making their provisions available without undue delay or administrative burden.
- Flexible work schedules and the use of compensatory leave time (where applicable) should be made available to affected physicians whenever it is possible to do so without disrupting the availability of patient care.