

# 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	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.

*\* 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*

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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.

*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](https://www.nationalpartnership.org).

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