Scope

This policy applies to all University employees.

Policy

University employees are entitled to a leave of absence for the purpose of bone marrow or organ donation in accordance with ARS §41-706.

Duration

Up to five (5) work days to serve as a bone marrow donor or up to thirty (30) work days as an organ donor for a human transplant. If the employee is eligible for Family and Medical Leave, the bone marrow/organ donor leave of absence will run concurrently.
**Pay and Benefits Status**

The employee is entitled to receive regular pay and benefits during the bone marrow/organ donation leave of absence. For the purpose of determining seniority, pay or pay increases, performance awards, and the receipt of any benefit that may be affected by a leave of absence, service is considered uninterrupted by this leave of absence. The employee must not be penalized for requesting or obtaining leave for this purpose.

**Compliance and Responsibilities**

The employee should provide as much notice as possible when requesting bone marrow/organ donation leave of absence and must provide written medical certification issued by the employee’s healthcare provider stating that the employee is to serve as a donor and specifying the kind of donation to be made.

**Related Information***

- Arizona Board of Regents Policy 6-811. Leave of Absence for the Purpose of Bone Marrow or Organ Donation [2]
- Arizona Revised Statutes §41-706. State employee living donor leave; definitions [3]

**Revision History***

- 12/01/2023: Updated responsible unit email address.
- 03/01/2023: Replaced Division of Human Resources with Human Resources.
- 01/22/2020: Unified statement for all employees.

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**Source**

URL: https://policy.arizona.edu/employment-human-resources/leave-purpose-bone-marrow-or-organ-donation

**Links**

- [1] mailto:hradmin@email.arizona.edu