



SGO Statement on Paid Parental Leave¹

Consistent with its mission to support gynecologic oncology health care providers in achieving a healthy work-life balance, the Society of Gynecologic Oncology promotes equitable and inclusive parental leave policies that enable employees to care for and bond with new children without undue economic hardship.

Providing parental leave supports the well-being of gynecologic oncologists and advanced practice providers working in demanding, high-stress environments, promotes healthy parent–child bonding, and is associated with improved health outcomes for parents and children.² It also strengthens recruitment and retention while helping reduce burnout³, demonstrating a commitment to supporting both personal and family needs.

SGO believes that parental leave policies should ensure equitable and inclusive access for all parents, regardless of path to parenthood, and include fair compensation and benefits throughout an employee’s leave. Policies should allow flexibility in timing and use while supporting both the individual taking leave and overall team coverage. Employers should foster a supportive work environment that promotes work–life balance, facilitates a smooth return to work, and protects employees from discrimination or adverse career impact related to taking leave.

SGO encourages employers to go beyond minimum legal requirements and design leave practices that recognize the importance of family and reflect the needs of a modern, diverse workforce.

¹ This position statement is intended to provide general guidance, does not constitute legal advice, and is not intended to establish mandatory standards or requirements.

² Burtle A, Bezruchka S. Population health and paid parental leave: What the United States can learn from two decades of research. *Healthcare (Basel)*. 2016 Jun; 4(2): 30.

³ Heshmati A, Honkaniemi H, Juarez SP. The effect of parental leave on parents' mental health: a systematic review. *Lancet Public Health*. 2023 Jan;8(1):e57-e75.