

**RESOLUTION ESTABLISHING A BEREAVEMENT POLICY FOR LOSS OF
PREGNANCY**

Whereas, pregnancy loss is an occurrence that often goes unrecognized;

Whereas, nearly a million families per year go through the heartbreak and sorrow of pregnancy loss due to miscarriages or stillbirth;

Whereas, increased awareness of the causes and impacts of surrounding pregnancy loss may lead to greater understanding, support, and resources for families;

Whereas, those parents and families require support and understanding during their time of grief;

Whereas, often family leave policies do not allow for a proper period of mourning for parents and families;

Whereas, promoting and leading by example the City of Waterloo can raise awareness on this issue and help employees in their time of grief and need

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF WATERLOO, IOWA, as follows;

1. That the Human Resources Department shall, at an appropriate time, add pregnancy loss to existing bereavement leave policies for City of Waterloo employees commensurate with the policy for the loss of an immediate family member.
2. That the Human Resources Department shall make City of Waterloo employees aware of these bereavement policy changes when appropriate.