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## Global Bereavement

Adobe strives to ensure you have the support you need to care for yourself and your family during major life events. If a loved one passes away, know you have time away from work to be with your family. Our bereavement benefit provides up to 20 days (4 weeks) of full paid-time (base salary), per calendar year, to help ease the emotional, financial and logistical burdens during the loss of a loved one(s). It is inclusive of holidays and any statutory requirements. Your family time is precious and we want you to have the time you need to take care of your family and yourself.

Across all regions, regular employees, interns and Adobe-paid temps may take up to four continuous weeks of paid time following the death of an immediate family member:

- Spouse/common law partner, parents, siblings and children
- Spouse/common law partner's parents, siblings and children
- Grandparents
- Grandchildren

Should you need to take time off due to the loss of a non-immediate family member you are encouraged to use other Adobe time-off programs offered in your country.

You are eligible to take time off for bereavement starting on your first day with Adobe. The time off must be taken within 90 days of the death, taken continuously (i.e. not intermittently) and in full-day increments. Bereavement can be coupled with other time off benefits such as vacation, sick time and sabbatical. Bereavement is not an accrued benefit and will not be cashed out if it is not used. There is no impact to your pay or benefits while on bereavement.

Speak with your manager about your need for bereavement and be sure to submit your bereavement time off before you go via your country's time-off tool.

For questions, please review the [FAQs](#) [1] [PDF] or contact the Employee Resource Center (ERC) at [erc@adobe.com](mailto:erc@adobe.com) [2].

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**Source URL:** <https://benefits.adobe.com/time-off/global-bereavement>

### Links

[1] <https://benefits.adobe.com/document/1242>

[2] <mailto:erc@adobe.com>