

How does your bereavement policy define 'family'?

An employee asked for bereavement leave when his cousin died. I turned it down and made him take vacation time instead. I felt bad about doing so, but I believe our policy, which vaguely refers to "family members," means immediate family—spouses, children, brothers, sisters and parents. The employee is pretty ticked off about this. What do your policies say? Should we amend our policy?—**Denise in SC**

See responses below

Editor's Note: Read more Q&A regarding bereavement leave at [Is bereavement leave also FMLA leave? Not usually](#)
