Twitter Core Values

• Defend and respect the user’s voice
• Reach every person on the planet
• Grow our business in a way that makes us proud
• Seek diverse perspectives
• Communicate fearlessly to build trust
• Recognize that passion and personality matter
• Simplify
• Be rigorous and get it right
• Ship it
• Innovate through experimentation
Twitter’s Parental Leave Policy

Twitter’s policy
• 10 weeks of full pay for child bonding to all new parents (birth, adoption, surrogacy, etc.)

How it works and how it’s used
• On average, non birth parents (men and women) take about 6 weeks of the 10 weeks of bonding that Twitter offers. Most non birth parents take the time incrementally. Managers approve the time off.

Increased usage over time
• More employees has resulted in increased usage. Average time taken is staying constant.

Impact to taking time off for men

Why do Twitter's parental leave policies work?
• They keep employees 'whole' while out. The approval process is managed by a third party.

Considering initiating a similar programs?
• Make the policy as clear as possible so there aren't grey areas
• Treat everyone the same
• Encourage everyone to use the time that is determined to be appropriate for the company
• Encourage use by executives and leaders