
HR Update: Parental Leave Policies and Resources

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Policies to Consider

- Pregnant Workers Fairness Act (PWFA)
- Pregnancy Discrimination Act and Iowa Code Ch 216
- Family and Medical Leave Act (FMLA)
- Parental Leave Policy (Operations Manual)
- Paid Leave Options
 - Sick/Family Caregiving
 - Vacation
 - Catastrophic Leave
- Unpaid Leave

Where to Start

- Local HR or Senior HR Rep
- Faculty Staff Disability Services
 - Leave & Disability Services (UI Healthcare)
- UI Family Services
- Employee Assistance Program
- liveWELL Health Coaching Program

Staff Resources

➤ Parental Leave Webpage

- Leave policies
- Best Practice Guide
 - For employees
 - For supervisors/HR reps
- Return to Work Resources
 - Policies
 - Work Arrangements
 - On-Campus Lactation Resources

<https://hr.uiowa.edu/support/faculty-and-staff-disability-services/parental-leave>

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PARENTS: MAKING IT WORK AT WORK

A New Parent's Guide for Returning to Work

The University of Iowa strives to provide an environment where employees becoming new parents are treated fairly during pregnancy, upon their return to work, and beyond to allow them the ability to be successful in their professional lives and to provide a supportive work-life balance.

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Human Resources

Human Resources provides leadership in shaping an equitable and inclusive culture that drives diversity, excellence and innovation by supporting talent, engagement and the employee work experience.



Child Care Referral Resources

→ Iowa Child Care Resource and Referral

- iowaccrr.org/families

→ Back-up Child Care through Handicare

- <https://hr.uiowa.edu/well-being/family-services/child-care/back-child-care/handicare-inc-well-back-child-care>

On-Campus Lactation Rooms

80+ designated lactation rooms
across campus

Medela Symphony breast pump
available

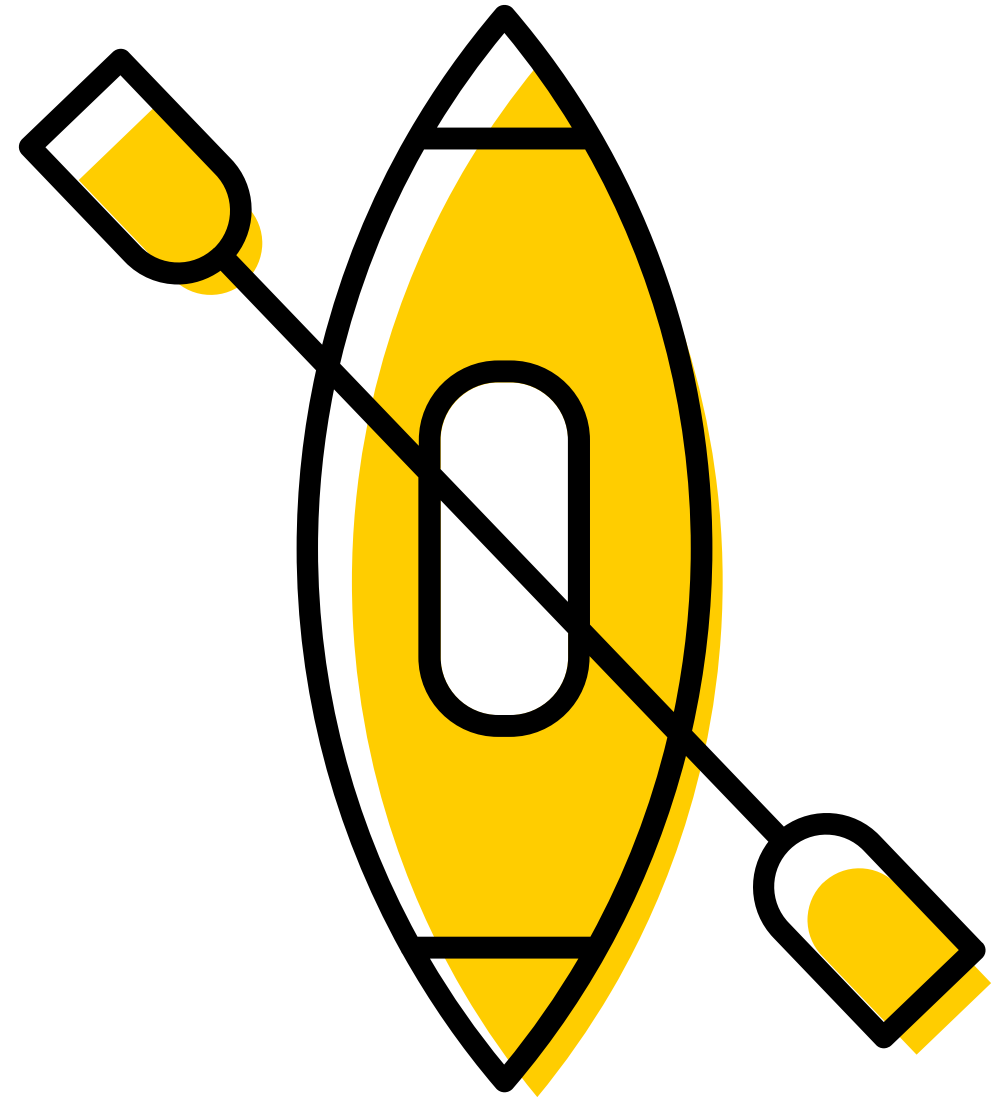
<https://hr.uiowa.edu/well-being/family-services/lactation-facilities-and-resources/lactation-room-locations>



Summer Programs

<https://hr.uiowa.edu/child-care/summer-programs>

→ Updated by mid-spring each year



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