

Working towards a Family* Friendly Workplace

* We recognize an inclusive definition of family and remember that people receive and provide vital support from partners, elders, children, siblings, lovers, pets, friends, and more

PAID FAMILY LEAVE FOR FACULTY AND STAFF*

*parental leave policies should explicitly include parents regardless of gender as well as adopting or fostering a child

Limit night and weekend engagements and plan them well in advance

ON CAMPUS CHILDCARE THAT IS HIGH QUALITY & ON A SLIDING SCALE

All meetings should ideally end by 3, definitely by 5

PREGNANCY & BIRTH SHOULD BE COVERED BY INSURANCE

Chose healthcare that treat 'domestic partners' and 'spouses' equally

ALLOW FLEXIBLE WORK SCHEDULES

Create explicit policies that allow infants and children in the workplace

INFERTILITY/IVF MEDICAL COVERAGE, SURROGACY, & ADOPTION BENEFITS

Install gender inclusive and disabled-accessible bathrooms with changing tables

ACCESSIBLE AND COMFORTABLE LACTATION ROOMS

Provide a pre-tax savings account option for daycare (children or adults)

ELIMINATE ALL NON-NECESSARY 2nd AND 3rd SHIFT LABOR

Create policies that support community members experiencing the dying or death of a family member which could include paid time off and/or flexibility in how work is accomplished such as teaching online or working remotely

INSTALL PROPER VENTILATION AND USE NON-TOXIC ART & CLEANING SUPPLIES

**Miscarriages are a natural part of human reproduction:
Allow flexibility for physical and emotional recovery**

PROVIDE FLEXIBILITY FOR NEW & EXPECTING PARENTS: PART-TIME OPTIONS (INCLUDING COURSE RELEASES), TEACHING CONDENSED COURSES, TEACHING ONLINE