The University of Iowa provides students and employees with supportive family-friendly programs and policies through University Human Resources and additional campus partners. The leave policies below support paid time away from work to welcome a child in the home or care for an ill family member.

[University Parental Leave Policy](https://opsmanual.uiowa.edu/human-resources/paid-absences#22.8) (faculty and staff)

[Family Caregiving Leave](https://hr.uiowa.edu/policies/family-caregiving-leave) (faculty and staff)

[Paid Leaves and Holiday (Graduate Students)](https://grad.uiowa.edu/graduate-student-employment-agreement/paid-leaves-and-holiday)

[Paid Leave (Postdoctoral Scholars and Fellows)](https://hr.uiowa.edu/benefits/benefits-overview-and-enrollment/benefits-offered-group/postdoctoral-scholars-fellows)

[**Family Issues Charter Committee**](https://opsmanual.uiowa.edu/governance/university-iowa/advisory-bodies/committee-family-issues-charter)

Committee charge to review and make recommendations about the development and implementation of programs, plans, and policies that promote a positive climate for families of faculty, staff, and students through the life span.

**New Parent Resources (faculty, staff and students)**

The University of Iowa strives to provide and 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. The [Moms: Making it Work at Work](https://issuu.com/uilivewell/docs/final_new_mothers_resource_guide) resource provides easy-to-access information about policies and programs to support new parents, including best practice information, link to a [directory of on-campus lactation rooms](https://hr.uiowa.edu/well-being/family-services/lactation-facilities-and-resources/lactation-room-locations), and a reminder of the University’s commitment to ensuring [Fair Labor Standards Act’s (FLSA) Break Time for Nursing Mother’s Guidelines](https://hr.uiowa.edu/well-being/family-services/lactation-facilities-and-resources/break-time-nursing-mothers) are followed.

**Child Care Resources**

A [Just-In-Time Child Care Resources webpage](https://hr.uiowa.edu/well-being/family-services/child-care/just-time-child-care-resources) is updated regularly with information about local child care referral resources. UI faculty, staff and students have access to a [back-up care program for well children through a local child care center, Handicare Inc](https://hr.uiowa.edu/well-being/family-services/child-care/back-child-care/handicare-inc-well-back-child-care). In addition, eligible UI Health Care staff have access to subsidized back-up care resources through the [Bright Horizons Back-Up Care Program.](https://medcom.uiowa.edu/theloop/back-up-child-care-options-for-eligible-staff)

**Dedicated Resources for Student Parents**

The University’s [Child Care Subsidy](https://hr.uiowa.edu/well-being/family-services/child-care/student-parent-resources) program provides financial assistance to students with child care expenses. Additional services supporting student parents include free [Finals Child Care](https://hr.uiowa.edu/well-being/family-services/child-care/student-parent-resources/subsidy-program-student-families) and assistance for emergency or crisis situations through the Dean of Students’ [Student Care & Assistance Office.](https://dos.uiowa.edu/assistance/)