

Family Positive Workplace Environment

Whether your business is small, large or somewhere in between, creating a family positive workplace environment can be accomplished by:

- Adding or adjusting a few company practices
- Establishing flexible leave policies and work schedules
- Providing child care expense assistance programs
- Providing information on quality child care resources

Benefits to Employer - By supporting working **parents**, businesses can:

- Attract Talent
- Retain Talent
- Maximize productivity
- Increase loyalty and raise morale

Employees who feel that their family responsibilities are valued by their employers are:

- Less stressed
- More successful in balancing work and family life
- More loyal and committed to their employers
- More satisfied with their jobs
- More likely to want to remain with their employers

Benefits to Community - Implementing positive workplace policies and practices will benefit the larger community and future workforce.

Employer support to new parents is especially important in preparing infants and toddlers for future success by meeting their needs in the context of their families. Infants and toddlers begin learning through relationships based on trust and security. Studies show that these early experiences form “both the foundation and scaffold on which cognitive, linguistic, emotional, social, and moral development unfold.”

Family positive workplace policies and practices can also contribute to the economic health of the larger community. For every dollar that is invested in early childhood development, seven dollars is saved in spending on criminal justice, education, welfare and other expenditures.

ABC's to a family positive workplace:

Allow Flexible Leave Policies

- Arrange leave policies by the hour rather than by the day.
- Combine sick and vacation times allowing parent's flexibility in use of accrued leave.
- Allow employees returning from maternity/paternity leave a gradual transition to their regular work schedule.

Build Flexible Schedules

- **Flextime:** The employee is at the workplace during specific “core” hours; all other hours are flexibly scheduled
- **Compressed workweek:** The equivalent of a full week is worked in fewer than five full workdays or, for employees on biweekly schedules, the equivalent of two weeks is worked in fewer than ten full workdays.
- **Telecommuting:** Employees work out of their homes or at a satellite work site instead of in the office.

Communicate Child Care Resources

- **Parent Seminars/Employee Fairs:** Provide lunch hour seminars on parenting topics such as choosing quality child care, time management for working parents, managing challenging behavior, and school readiness. Include the local child care resource and referral agency at employee health/resource fairs to provide materials.
- **Child Care Referrals:** Distribute information on child care services from the local child care resource and referral agency and contract with agency regarding enhanced referral services.
- **Parent Resources:** Subscribe to working parent magazines and/or parent newsletters for interested employees. Provide a list of community services and websites for parent.