

College of Science Commitment to Building Family-Friendly Workplaces

Supporting employees by finding ways to balance work with personal and family commitments benefits the College of Science in many ways. These efforts increase effectiveness, help retain highly qualified employees, and build a positive workplace environment. The College of Science is committed to providing workplace flexibility for employees while maintaining high standards of performance, as well as, to whatever extent possible, an employee's income. In addition, we are committed to implementing family-friendly practices and ensuring that information regarding employee resources is shared broadly and regularly. Information on resources for managing work/life responsibilities, as well as a guide to flexible work arrangements can be found at <https://lifework.arizona.edu>.

Flexible Work Arrangements. Flexible work arrangements support the College of Science's goals by fostering a positive environment and improving employee performance through enhanced work/life integration. For example, an employee may benefit from a flexible work arrangement due to family or personal responsibilities outside of the workplace. Conflicts between work and personal/family situations can cause stress, reduce productivity, and increase employee turnover. As such, it is in everyone's best interest to consider flexible work arrangements whenever possible to support valued colleagues.

University of Arizona Resources for Individuals and Families

Information and resources for balancing work and life responsibilities can be found on three websites: Life & Work Connections, Human Resources, and the Disability Resources Center. Links to each site and the specific topics they cover are listed below.

Life & Work Connections

<https://lifework.arizona.edu/>

This website provides information regarding work flexibility, workforce trends, and ideas and resources for managing work and life responsibilities.

Flexible Work Arrangements

http://www.lifework.arizona.edu/sites/default/files/FWA_guide.pdf

A comprehensive guide to Flexible Work Arrangements that includes information on:

- What is a Flexible Work Arrangement?
- What is workplace flexibility?
- Benefits of Flexible Work Arrangements
- Types of Flexible Work Arrangement Models
- Proposal Guidelines
- Optimal Conditions for Flexible Work Arrangements
- Common Challenges of Flexible Work Arrangements
- Legal and Safety Considerations
- Related Resources
- University Resources
- FAQ's

Childcare – General Resources

<https://lifework.arizona.edu/resources/child-care>

- Addiction

- Children and Child Development
- Communication
- Crisis and Emergency
- Disease-Specific Organizations
- Divorce
- Fatigue Management
- General Health
- Grief and Loss
- Lactation
- Nutrition
- Preparedness
- Referral Services
- Resiliency
- Statewide Resources
- UA Health Insurance
- Veterans

Childcare – Emergency Care

https://lifework.arizona.edu/cc/sick_child_and_emergency_back_up_care_program

The Sick Child and Emergency Back-Up Care Program is a University subsidized benefit that provides you access to at-home childcare under sick and emergency care situations. This program is offered through community vendors in the greater Tucson and Phoenix areas.

Childcare – Financial Assistance

<https://lifework.arizona.edu/cc/enroll-childcare-choice>

The Childcare Voucher Program is a reimbursement program designed to help an employee pay for qualifying childcare expenses occurring in Arizona. Information available includes:

- Program Forms and Materials (Guidelines, Application and Reimbursement Calendar)
- Program FAQ's

Elder Care – General Resources

<https://lifework.arizona.edu/care-planning>

Here you will find information and resources for employees who are caring for an aging adult including:

- Caregiver Resource guide
- How to Form a Care Plan
- Housing options
- Paying for Care
- Provider

Parents – Family Spaces

https://lifework.arizona.edu/cc/family_resource_map

Allows individuals to effectively plan work and life needs through customized searches for lactation spaces, diaper-changing stations (in both male and female restrooms), family restrooms and highchairs on campus

Parents – Lactation Resources

https://lifework.arizona.edu/cc/lactation_information

Information on lactation areas, lactation consultations and FAQ's

Parents – Support Group (0-5 Years)

<https://lifework.arizona.edu/cc/parents-work-0-5-years>

A group that brings together UA parents to share tips, ideas, laugh or even share embarrassing parenthood experiences. Examples of sessions: high-quality childcare, guilty feelings, planning and organizing, etc.

Parents – Support Group (6-12 Years)

<https://lifework.arizona.edu/cc/parents-work-6-12-years>

A group that brings together UA parents to share tips, ideas, laugh or even share embarrassing parenthood experiences. Examples of sessions: high-quality childcare, guilty feelings, planning and organizing, etc.

Human Resources (HR)

hr.arizona.edu

Childcare - Programs at UA

<https://hr.arizona.edu/employees-affiliates/benefits/ua-resources-expecting-and-new-parents/childrens-programs-ua>

Here you can find a list of sponsored activities for children and families at the University.

Family – General Needs and Resources

<https://hr.arizona.edu/sites/default/files/hr/employees-affiliates/Benefits/UAFamilyFriendly.pdf>

A UA guide to family-friendly needs and resources.

Family – Paid Parental Leave

<https://hr.arizona.edu/employees-affiliates/leaves/paid-parental-leave>

Family – Family and Medical Leave

<https://hr.arizona.edu/employees-affiliates/leaves/family-and-medical-leave>

Parents - New Parent Guide

<https://hr.arizona.edu/sites/default/files/hr/employees-affiliates/Leaves/New%20Parent%20Guide.pdf>

A guide for UA employees that has many (if not all) the available resources at UA listed in one place for first-time parents

Ask HR!

For more information, questions or assistance:

hr.arizona.edu

Main Line: (520) 621-3660

Ask a question: <https://hr.arizona.edu/ask-hr/ask-us-question>

Email: hrrsolutions@email.arizona.edu

Human Resources, University Services Building
888 North Euclid Avenue, Room 114

Tucson, AZ 85721

Disability Resource Center (DRC)

drc.arizona.edu

Pregnancy – Accommodations

<https://drc.arizona.edu/workplace/pregnancy-accommodations>

Learn about accommodations available for pregnant and parenting undergraduate students, graduate students, and employees, as well as how to access them