WorkLife Programs Family Friendly Practices

Purdue University strives to provide services that enhance the quality of life in the workplace while creating an encouraging, nurturing, energizing and supportive environment for faculty, staff and graduate students. Our objective is a family friendly environment that provides flexibility for employees to enhance their quality of life while achieving their goals.

**Child Care:** Quality child care is vital to the quality of life for faculty, staff and students. WorkLife Programs offers a resource and referral program to assist parents in finding information about child care, both on and off campus. Additional information is available on camp offerings; annual child care scholarship awards; and family resources such as the Purdue Working Parents Club and more.

**Lactation Support Program:** Per the Patient Protection and Affordable Care Act of 2010, employers are to provide a reasonable break time for nursing mothers. WorkLife Programs is the liaison between the employee, the respective department/building, and Employee Relations, to assist in identifying appropriate locations, scheduling and resources.

**Elder Care:** WorkLife Programs recognizes the need to address the many issues faced by faculty and staff responsible for the care of an aging or disabled loved one. We provide support and guidance while collaborating with on-campus resources and community organizations to identify caregiver resources.

**Medical Coverage and Family-Friendly Practices and Policies:**
- Health Plan Benefits
- Mother and Child Benefits
- Flexible Spending Accounts
- Leaves

**Flexible Work Arrangements:** Flexible work guidelines help supervisors and employees create an arrangement that can support the institutional goals and improve employee satisfaction. Because of Purdue’s unique and diverse work environment, flexible work arrangements will not apply in all situations. Information is available on the types of arrangements available, procedures for employees and supervisors, FAQs and other tools.

**Financial Services:** WorkLife Programs collaborates with many local experts to provide support and guidance on debt and saving through a variety of resources, workshops and campus events.

**Employee Assistance:** WorkLife Programs Employee Assistance offers access to counseling and referral services that are confidential and professional. Services are available to benefit-eligible faculty and staff, official retirees, dependent family members, same-sex domestic partners and families of decreased employees. Our objective is to provide a safe harbor where one can address personal, family or work-related issues and regain perspective and productivity.

**Resource Center:** WorkLife Programs has a library of materials available for online checkout to Purdue faculty and staff. Resources include local, state and national websites, tip sheets on child care and elder care, books and more.

HUMAN RESOURCES

State Street Office Facility (SSOF)
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(765) 494-5461

WorkLife

Purdue University