

Making it Work At Work: Resources for New Parents at the University of Iowa

At The University of Iowa, we're dedicated to supporting you and your growing family, whether through birth or adoption. As a new parent, you'll find a workplace culture that helps you transition back to work smoothly and provides ongoing support so you can succeed in your role while caring for your loved ones.



Parental Leave Best Practices

Preparing for Time Off



Communication is key. When you're comfortable, talk to your supervisor to help ensure the preparation for, and transition to, parental leave goes smoothly. Communicating early and often provides time to plan for any coverage that might be needed while you're away.

You'll also want to talk to your local HR representative about time off for doctor appointments leading up to birth and paid/unpaid leave options for the period following the baby's arrival.

Your HR representative can connect you with Faculty and Staff Disability Services to discuss time off under the [Family and Medical Leave Act](#) and [Iowa Paid Parental Leave](#).



Returning to Work

We're committed to supporting your return to work as a new parent. Under federal law, if you're breastfeeding, you have the right to:

1. **Take breaks to pump.** You can take reasonable breaks to pump breast milk during the workday for up to one year after your child is born.
2. **Use a private, comfortable space.** We'll provide a private space (not a bathroom) where you can pump.

Break Time for Nursing Parents

We encourage you to contact your supervisor when returning to work to discuss lactation breaks. While these conversations may be uncomfortable, open communication is important to help ensure your needs are met. Contact Work-Life at livewell@uiowa.edu for further guidance.

On-Campus Lactation Rooms

University of Iowa and UI Health Care [lactation room locations](#) are listed alphabetically by building on the Work-Life website, in addition to an interactive map. If there is not a designated lactation space near your work area, contact Work-Life at livewell@uiowa.edu to discuss alternative space options

New Parent Resources @ UI

- [Finding Childcare](#)
- [Adding a dependent to your health plan](#)
- [Dependent Care Flexible Spending Account](#)
- [Workplace Flexibility](#)
- [Childcare Subsidy for UI Student Parents](#)