Support For Prospective Parents

A joint message from the Provost's Office, Human Resources, and the Women's Council:

Research has shown that time off for new parents to bond with children results in significant public health benefits in terms of the well-being of children, their caregivers, and the entire family. Likewise, the inability to take time off after having children could result in prejudicial career implications, hindering the careers of women in academia and disproportionately harming lower-wage earners. That is why UNLV offers a number of benefits and job protection programs designed to help employees continue to thrive in their careers while also growing their families.

The Provost's Office, Human Resources, and the Women's Council encourage all employees interested in having children, either by birth or adoption, to take advantage of the benefits and job protections that may be available to them, such as annual leave, sick leave, Nevada Paid Family Leave, Family Medical Leave Act (FMLA), American with Disabilities Act (ADA), and Pregnant Workers Fairness Act (PWFA). More information about each of these can be found on the UNLV benefits website.

We also encourage chairs, deans, and directors to consider providing additional supportive measures to employees returning from a leave related to the birth or adoption of a child. One option could be temporarily allowing for a modified schedule, such as starting work earlier or later in the day to allow easier access to daycare solutions. Another option could be to consider a flexible work schedule in accordance with UNLV's Flexible Work Policy, potentially allowing an employee to perform certain essential functions remotely while still meeting department expectations and needs. Supervisors could also consider temporarily suspending or reassigning marginal duties that are not essential to the position, allowing the employee to have a more concentrated focus of responsibilities for a period of time. Tenure-track faculty could be encouraged to apply for Tenure Flexibility to extend the pre-tenure probationary period.

Employees who are returning to work after the birth or adoption of a child may also be entitled to other formal leave options or accommodations under the FMLA, ADA, or PWFA. Supervisors should encourage employees to connect with UNLV's leave and accommodation administrators to determine what options may be available to them based on their individual circumstances.

Working together we can identify appropriate solutions to support employees' desires to grow their own families while continuing to build a healthier and stronger UNLV community.