

SUPPORTING FAMILY FRIENDLY WORKPLACE POLICIES & BENEFITS

Children's Hospital Colorado is dedicated to the health and wellbeing of children. Creating a workplace environment that supports the work / life balance of employees, many of whom have young children, directly supports this mission. A Children's Colorado family-friendly workgroup convened to look at our internal policies and benefits to improve employee population health, support the goals of the wellness initiative, and enhancing employee satisfaction and engagement. These policies include:

BENEFITS INCLUDE



Fertility

Comprehensive medical coverage and benefits to support team members in starting a family.



Adoption Assistance

Reimburses up to \$5,000 for qualified expenses incurred for the adoption of an eligible child.



Backup/emergency dependent care

Partnership with Bright Horizons® to offer employees back-up care when you need to be at work and your regular child or adult/elder care is unavailable. This service provides employees with both center-based and in-home care options.



Lactation support

Supports employees who are breastfeeding and have returned to work. Lactation facilities and lactation support staff available for consultation.



Flexible spending accounts

A FSA allows you to set aside money through pre-tax payroll deductions to pay for dependent care and eligible health care expenses.



Concierge services

Help with tasks that will reduce stress, ease your burden, or make your free time more productive.



Tuition assistance

Provides financial assistance to benefit eligible employees for formal education opportunities related to job improvement, advancement, or career development.



Employee assistance program

A free service, that helps you manage behavioral health and life issues including stress. It is strictly confidential, and includes up to six face-to-face and/or telephonic counseling sessions per issue per year, for all employees regardless of selected benefits coverage.



Parental leave policy and benefits

Supports new parents in the challenge of balancing work and family matters and provides eligible employees with paid time off for activities related to the care and well-being of their newborn or newly-adopted child.



Modified duty for expectant mothers (Pregnant Workers Fairness Act)

Requires employers to make reasonable accommodations, when requested, for team members who are pregnant or recovering from child birth. Reasonable accommodations could include limitations on lifting, more frequent bathroom breaks, lactation support, and other needs to help someone perform the essential functions of their job.

OUR COMMITMENT

Children's Hospital Colorado is committed to offering programs, policies, and benefits that support our employees in their effort to balance their work and family lives. If you are interested in learning more about any of the benefits and policies listed above, please visit the Benefits page on MyChildrens or contact AskHR@childrenscolorado.org.

During the First 1,000 Days of a child's life, a baby's brain develops and grows more than at any other time in their life. Little connections are important for building your child's brain, and supporting new parents improves young child and family outcomes. If you are interested in participating in a potential new parent support group, please contact first1000days@childrenscolorado.org.