

# 19 Research Based Workplace Policies

## Wage and Paid Leave Policies

Parental Leave

Sick and Safe Leave

Family and Medical Leave

Parental Involvement Leave

Family Sustaining Wage

## Scheduling

Flextime

Working from Home/  
Telecommuting

Job Sharing/  
Part-time work

Predictable Scheduling

## Accommodations and Support

Support for Breastfeeding Mothers

Babies at Work

Pregnant Worker Accommodations

## Child Care

Backup or emergency care

On-Site or Consortium Child Care

Subsidized/  
Reimbursed Child Care

Child Care Resources Referral

## Health and Wellness Benefits

Health Insurance and Wellness Benefits

Flexible Spending Accounts (FSA)

Employee Assistance Plan (EAP)