

UNL College of Engineering Family Friendly Policy Packet

(Faculty Version)

(Updated 12/6/2021 by COE Diversity, Equity and Inclusion Council)

Work and Life Balance

The University of Nebraska-Lincoln has a number of policies and resources that promote work-life balance. The University wishes to be supportive of faculty who need time off for personal reasons, approved professional development, or academic reasons.

More information can be found [here](#).

Tenure Clock Extension

A faculty member on tenure-leading lines, during the first five years of the probationary period, may request a tenure clock extension for personal reasons (e.g., new child in the family, severe illness). The purpose of such an extension is to ensure that these events do not disadvantage the pre-tenure faculty member or unduly hinder their long-term success. Requests for extension of the probationary period must be initiated in writing by the faculty member and recommended for approval by the unit administrator (chairperson/head/director).

More information can be found [here](#).

Family/Medical Leave

All regular academic/administrative, managerial/professional and office/service employees of the University of Nebraska with an FTE of .50 or greater, are eligible for family/medical leaves of absence. Other employees (including graduate student and temporary employees) who have worked for at least 1,250 hours during the year preceding the start of the requested leave are also eligible according to the provisions contained herein.

More information can be found [here](#).

Maternity Leave

Maternity leave for female employees will be granted up to the date the mother is able to return to work, according to the advice of the attending medical provider. A total leave of eight weeks for prepartum and postpartum care recovery will be considered normal. More or less time will be granted, based on the advice of the medical provider.

More information can be found [here](#).

Paternal Leave

Paternal leave of up to five days will be granted to the father to provide care and assistance for the newborn child and/or the mother.

More information can be found [here](#).

Adoption Leave

An employee who is the primary care giver of an adopted child will be granted eight weeks of Adoption Leave. An employee who is not the primary care giver of an adopted child will be granted five days of Adoption Leave. More information can be found [here](#).

Medical maternity leave, paternal leave, and/or adoption leave are qualifying events to be counted toward the twelve weeks of eligibility for family/medical leave.

Dual Career Program

The University of Nebraska-Lincoln is committed to the recruitment and retention of an outstanding, innovative, and diverse faculty and staff. We will assist as early in the recruitment process as possible to direct spouses and partners to appropriate job openings.

More information can be found [here](#).

Family Cares and Supports

Lactation Support

The University of Nebraska–Lincoln recognizes the importance of supporting mothers who breastfeed or express milk while they are on campus, and is committed to providing private, accessible, and comfortable lactation rooms available to its employees, students and visitors. You can find more information and the policy [here](#).

Lactation rooms for City Campus can be found [here](#).

Lactation rooms for Scott Campus can be found [here](#).

Parenting Classes

Each semester the EAP hosts a six-week parenting class that is scheduled over the lunch hour. All faculty, staff, and their immediate family members are eligible to attend.

More information can be found [here](#).

Child Care

University of Nebraska-Lincoln Children's Center

The University of Nebraska-Lincoln Children's Center opened August 2009. It is located on the eastern side of City Campus at 2225 "W" Street and provides care year-round. The Children's Center serves faculty, staff, students and the community of Lincoln. Full-time care is provided for children ages 6 weeks to 5 years of age. The Center opens daily at 7:00 a.m. and closes at 6:00 p.m.

More information can be found [here](#).

Ruth Staples Child Development Lab

The educational mission of the Child Development Lab is fulfilled by creating a "community of learning," in which children, parents, students, and faculty all learn from each other. The outreach mission is

fulfilled by providing the best possible developmentally appropriate care and learning experiences for children and families, and by providing various consulting and support services in Lincoln, in the State of Nebraska, and even for national organizations.

More information can be found [here](#).

University of Nebraska at Omaha Child Care Center

For 34 years the University of Nebraska at Omaha Child Care Center (UNOCCC) continues to provide a high-quality childcare and early education service for families, as well as opportunities for training, research and further knowledge of the care, education and development of young children.

*For UNL staff/faculty wanting to use UNOCCC you just need to add that you work for UNL.

More information can be found [here](#).

Elder Care

UNL Care Givers Support is designed to provide opportunities for you to gain information, understanding, and support from others experiencing similar situations concerning aging parents or family members with health problems. More information can be found [here](#).

Adult Day Care and Assisted Living information can be found from the [Nebraska Resource and Referral System](#).

Counseling and School Psychology Clinic

The Counseling and School Psychology Clinic conducts psychological and educational evaluations of children and youth to address referral questions from parents/caregivers and or schools. In addition, clinic therapists provide individual child and adult therapy to address a wide range of referral concerns.

More information can be found [here](#).

Inclusive Services

Disability Services

A faculty/staff member may request disability-related accommodations by contacting Faculty/Staff Disability Services at access@unl.edu, or by calling Institutional Equity and Compliance at (402) 472-3417.

More information can be found [here](#).

Handicapped Permits

Individuals with physical disabilities may purchase a permit valid for use in an area reserved for the exclusive use of disabled individuals by presenting UNL Parking & Transit Services a current state-issued handicapped permit authorization. Supporting documents such as a copy of the handicap placard receipt can be uploaded online.

More information can be found [here](#) for City Campus.

More information can be found [here](#) for Scott Campus.

Gender and Sexuality Resource Center

The mission of the Gender and Sexuality Resource Center is to foster and promote equity, access, and inclusion for all genders and sexualities through education, resources, advocacy, and activism.

More information can be found [here](#).

Map of Gender-Neutral Bathrooms City/East Campus is [here](#).

LGBTQA+ Trans Guide is [here](#).

Employee Assistance Program (EAP)

The University of Nebraska–Lincoln's Employee Assistance Program (EAP) provides services for counseling, employee emergency loan fund, mediation, trauma debriefing, workplace services for managers and supervisors, parenting classes, marriage education, cancer support, and many more services.

More information can be found [here](#).

Center for Advocacy, Response and Education (CARE)

CARE is a confidential, supportive resource for victims/survivors of interpersonal violence and other crimes. Providing advocacy and support for students, faculty and staff who have experienced sexual assault, domestic/dating violence, stalking, harassment and other crimes, our advocates are here to help you navigate campus and community resources.

More information can be found [here](#).

Women's Center

The Women's Center serves students and the campus community through a focus on gender, sexuality, and social justice. For more than 50 years, we have been dedicated to transforming campus climate at the university by developing and supporting a more inclusive understanding of gender and sexuality through education, outreach, and leadership development opportunities. The center provides resources for students with children and students of all genders while promoting sexual health and advocating for gender equity.

More information can be found [here](#).

Suicide Prevention (REACH)

Knowing the signs of suicide is important in helping someone who may be at risk. By offering your understanding, reassurance and support, you can help your loved one or friend seek the help they need. You can also be trained on REACH and can sign up on their website.

More information can be found [here](#).

Couple and Family Clinic

The Couple and Family Clinic, we understand the need for hope, compassion, and support when life's problems seem overwhelming. Our therapists provide evidence-based treatment, use regular feedback

from clients, and are required to analyze and present their own treatment outcome data to ensure effective treatment is given to couples, families, and individuals.

More information can be found [here](#).

Other Faculty and Staff Resources

We seek to achieve a working and learning environment that is open to all people. Dignity and respect for all in the university community is the responsibility of each person who works and studies here.

More information can be found [here](#).

Employee Benefits

The University of Nebraska offers an extensive benefits package that includes health, life, disability and long-term care insurance; retirement accounts; tuition remission for employees and their spouses and dependent children; and reimbursement accounts for health care and dependent day care.

More information can be found [here](#).

Dependent Care Flexible Spending Account

The Dependent Care Flexible Spending Account may be used to pay dependent care expenses that are necessary for you and your spouse to work.

More information can be found [here](#).

Tuition Assistance

Full-time and retired employees who wish to continue their education may be eligible for tuition assistance through the employee scholarship program. Spouses and dependent children may also be eligible for this benefit.

More information can be found [here](#).

Community Resources

Campus Recreation

Campus Recreation is committed to enriching the educational experience by promoting lifelong healthy living. Campus Recreation has youth activities, health and wellness, outdoor adventures, and sports programs.

More information can be found [here](#) for City Campus.

Campus Recreation's staff, programs and facilities are recognized locally, regionally and nationally as leaders in the leisure and recreational sports profession.

More information can be found [here](#) for Scott Campus.

Local Public School – English Language Learner (ELL) Program

ELL services are provided to assist students with limited English skills to function in the regular English-speaking classroom, to develop proficiency in reading, writing, speaking, and listening in English, and to develop knowledge about the customs and culture of the school, community, and nation.

More information can be found [here](#) for City Campus.

More Information can be found [here](#) for Scott Campus.

Parks and Recreation

Lincoln has over 6,000 acres of parks and natural land within 132 parks, six recreation centers, 134 miles of trails, nine public pools, five city golf courses, and Pioneers Park Nature Center, Parks and Recreation really is fundamental to our quality of life.

More information can be found [here](#).

The mission of the Omaha Parks, Recreation and Public Property Department is to provide and maintain a comprehensive park system, manage public property, and offer opportunities for the citizens and visitors of the Omaha community. We encourage a healthy, positive lifestyle that is essential to a supreme quality of life.

More information can be found [here](#).

Museums and Art Galleries

Lincoln has a ton of options for folks to see all different types of art. They have a handful of museums and art galleries for you to explore. There is also a First Friday that is hosted on the first Friday of every month to showcase artists.

More information can be found [here](#).

Omaha has many options for folks to see different museums and art galleries all over the city. Many places have over thousands of arts to view too. There is also a First Friday that is hosted on the first Friday of every month to showcase different artists.

More information can be found [here](#).

Cultural Centers

The Cultural Centers of Lincoln operates to support the individual centers, while building upon their strengths in a collaborative manner to produce community outcomes centered on diversity, social justice, and cultural competency. The centers began meeting on a regular basis in 1999 where Asian Community and Cultural Center, El Centro De Las Americas, Malone Community Center and Indian Center as Cultural Centers Coalition.

More information can be found [here](#).

Community Events

You can find any Lincoln community events on the City of Lincoln website. You can look by your neighborhood or just by the city. Lincoln hosts events like Jazz in June, Farmer's Markets and many more events.

More information can be found [here](#).

You can find all of Omaha's community events located on their events calendar. From festivals, sporting events and live music to art shows, stage productions and special exhibits, you'll find a variety of events to enjoy when you visit Omaha.

More information can be found [here](#).

K-12 Education Systems

Lincoln K-12 Education

Lincoln Public Schools are renowned for their long-standing legacy of educational excellence, serving more than 42,000 students from early childhood and kindergarten through their senior year in high school. There are also a number of parochial and private school options in the Lincoln area, including one elementary/junior high Montessori option.

Lincoln Schools Include:

- 40 elementary schools
- 13 middle schools
- 7 high schools, plus Focus Programs in Arts and Humanities, Science (Zoo School) and The Career Academy, a joint venture between Lincoln Public Schools and Southeast Community College

More information about Lincoln Public Schools can be found [here](#).

Omaha Area K-12 Education

Omaha Area has several public-school districts, as listed in the table below. An Omaha area school district map can be found from [here](#).

Elkhorn Public Schools

20650 Glenn St

Elkhorn, NE 68022

phone: 402-289-2579

Regular Local School District **Grade:** Prekindergarten to Grade 12

17 Schools **Students:** 7,000 **Teachers:** 454.30 **Student-Teacher Ratio:** 15.41

Arlington Public Schools

705 North 9th

Arlington, NE 68002

phone: 402-478-4173

Regular Local School District **Grade:** Prekindergarten to Grade 12

2 Schools **Students:** 582 **Teachers:** 44.57 **Student-Teacher Ratio:** 13.06

Bennington Public Schools

11620 North 156th St
Bennington, NE 68007

phone: 402-238-3044

Regular Local School District **Grade:** Prekindergarten to Grade 12

4 Schools **Students:** 1,774 **Teachers:** 111.65 **Student-Teacher Ratio:** 15.89

Westside Community Schools

909 South 76th St
Omaha, NE 68114

phone: 402-390-2100

Regular Local School District **Grade:** Prekindergarten to Grade 12

14 Schools **Students:** 6,173 **Teachers:** 444.65 **Student-Teacher Ratio:** 13.88

Millard Public Schools

5606 South 147th St
Omaha, NE 68137

phone: 402-715-8200

Regular Local School District **Grade:** Prekindergarten to Grade 12

37 Schools **Students:** 23,549 **Teachers:** 1,498.66 **Student-Teacher Ratio:** 15.71

Gretna Public Schools

11717 South 216th St
Gretna, NE 68028

phone: 402-332-3265

Regular Local School District **Grade:** Prekindergarten to Grade 12

7 Schools **Students:** 3,688 **Teachers:** 231.17 **Student-Teacher Ratio:** 15.95

Fort Calhoun Community Schools

1506 Lincoln St
Fort Calhoun, NE 68023

phone: 402-468-5592

Regular Local School District **Grade:** Prekindergarten to Grade 12

2 Schools **Students:** 607 **Teachers:** 42.55 **Student-Teacher Ratio:** 14.27

Douglas County West Community Schools

401 South Pine St
Valley, NE 68064

phone: 402-359-2583

Regular Local School District **Grade:** Prekindergarten to Grade 12

3 Schools **Students:** 792 **Teachers:** 61.50 **Student-Teacher Ratio:** 12.88

Fremont Public Schools

130 East 9th St

Fremont, NE 68025

phone: 402-727-3000

Regular Local School District **Grade:** Prekindergarten to Grade 12

13 Schools **Students:** 4,587 **Teachers:** 307.45 **Student-Teacher Ratio:** 14.92

Ralston Public Schools

8545 Park Dr

Omaha, NE 68127

phone: 402-331-4700

Regular Local School District **Grade:** Prekindergarten to Grade 12

8 Schools **Students:** 3,111 **Teachers:** 210.90 **Student-Teacher Ratio:** 14.75

Omaha Public Schools

3215 Cuming St

Omaha, NE 68131

phone: 402-557-2222

Regular Local School District **Grade:** Prekindergarten to Grade 12

105 Schools **Students:** 51,069 **Teachers:** 3,147.01 **Student-Teacher Ratio:** 16.23