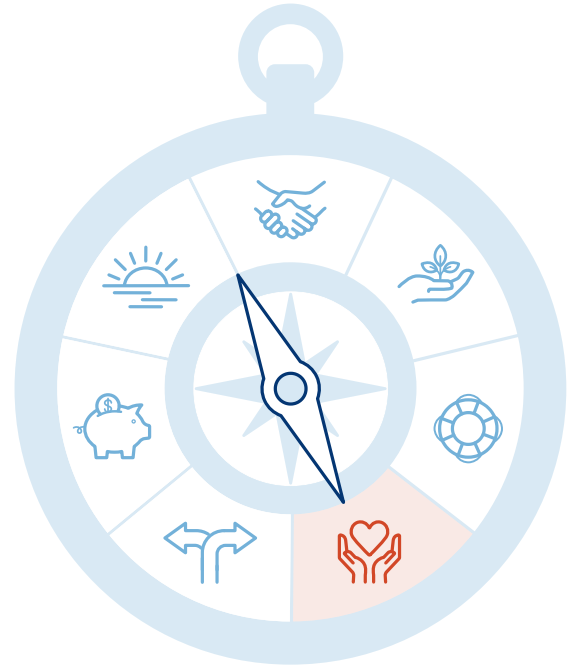


Worklife Resources & Support for Returning to Work After Parental Leave

Returning to work after leave marks a new stage in your family's journey, one filled with a range of emotions and new challenges. This guide summarizes JHU's worklife programs that provide resources and guidance to help you ease back into work with confidence.



Child Care – Decide on care and make a backup plan.

Before Returning to Work

- Finalize your child care choice and confirm start dates.
- Review and apply for [JHU Child Care Voucher](#) and [Scholarship](#) programs to help you pay for child care, if eligible.
- Schedule “practice days” or short visits to your child care provider to help you and your family adjust to the routine.
- Proactively plan and locate backup care resources for when your regular care falls through – use [Bright Horizons](#).

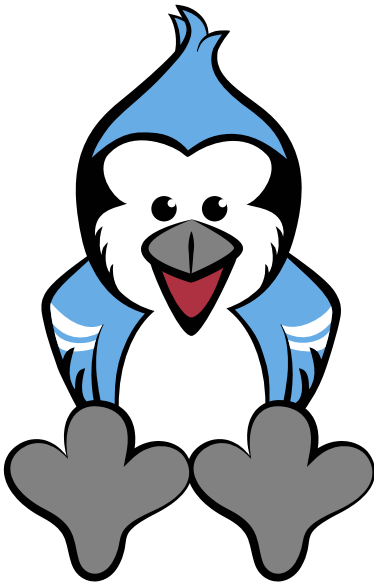
After Returning to Work

Revisit your care arrangements as your routine evolves and continue to use [Bright Horizons Backup Care and Enhanced Family Supports](#) for ongoing needs, school breaks, or summer camp.

Workplace Flexibility – Plan your return to work with balance and communication in mind.

- Give yourself grace, adjustments take time.
 - Stay flexible, communicate your needs to your supervisor, and provide updates.
 - Account for new child care pick up/drop off times and lactation breaks, as applicable.
 - Consider returning midweek to ease your transition back.
 - Contact your [HR rep](#) or the [Office of Institutional Equity](#) for additional needs.
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Lactation Support



- Before returning, complete the [Lactation Accommodations Request Form](#) to notify your supervisor of requested break times and obtain their approval.
- [Register to use designated lactation room\(s\)](#) close to your work area, at least **one week in advance**. This provides you with room access via badge or key code.
- The night before you return to work, pack your lactation bag with all necessary supplies, including pump accessories and parts. Always carry ice packs in your lunch bag or cooler for back-up in case a refrigerator is unavailable.
- [Johns Hopkins Lactation Consultants](#) offer a “warm line” for support, as well as classes and resources that can help you adjust to your new pumping schedule. Reach the lactation consultants at JHHLactation@jhmi.edu or **410-502-3221**.

Emotional Support – Connect with others and seek support.

- Support is available 24/7/365 through the [Johns Hopkins Employee Assistance Program \(JHEAP\)](#), including confidential counseling, consultation, and referrals.
 - Call **1-888-978-1262** or [schedule time with a JHEAP counselor](#) or your mental health provider to help ease your transition if you feel anxious, overwhelmed, or uncertain.
 - Connect with other new parents to share encouragement and experiences by joining [The Hopkins Village: New Parent Back-to-Work Networking Group](#).
 - Explore the [Family and Caregiving Programs webpage](#) for additional support.
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Financial Support – Use the professional financial services available to you.

Welcoming a new child brings both joy and new financial priorities that affect your household budget, especially if you're paying for child care. You can manage your money, reduce stress, and achieve your long-term goals with free, professional financial coaching and access to a library of tools provided by the Marsh McLennan Agency (MMA), independent investment advisor and financial well-being partner.

- [Log into Prosper Wise](#) to access financial education and planning resources.
- [Schedule a consultation](#) with a financial coach from MMA to receive guidance regarding your individual financial needs.

[JHEAP](#) also provides resources for daily life and free financial and legal consultations to help with budgeting and other matters.

Supporting Every Step of Your Journey

Explore Benefits & Worklife on the [HR website](#) for support through every step of your journey. Reach out to worklife@jhu.edu or **410-516-2000** for additional help.

