



Expecting & New Parent Resources

This flyer outlines resources and benefits of interest to new parents at Loyola University Maryland. Some resources and benefits may have associated fees and/or only be available if enrolled in the University's group insurance plan. All benefits and programs mentioned are intended for informational purposes and do not guarantee eligibility or availability.



Contact the Benefits & Wellness team at 410-617-1365 with questions about benefits or another member of the Office of People and Culture at 410-617-2354 or humanresources@loyola.edu.

HEALTH and WELLNESS BENEFITS

CIGNA Members: Loyola University Maryland Cigna Health Plans provide comprehensive coverage for prenatal visits, labor and delivery, and postnatal care. Expectant members can access wellness services, including case management for nutritional needs, gestational diabetes, pregnancy-induced hypertension, and other pregnancy-related complications. Additionally, the plans cover preventive care and chronic disease management for infants, children, and adolescents. Members can utilize Cigna's extensive network of participating providers through [myCigna](#) or calling 800-244-6224.

LEAVE BENEFITS

Leave benefits, such as parental and sick leave, give employees the flexibility to take time off when they need to care for their children. These benefits help alleviate financial and logistical burdens, promote work-life balance, and create a supportive environment for employees navigating family responsibilities.

SICK/VACATION LEAVE

Sick and vacation leave may be used to assist with medical appointments, treatments, or daily care needs. Information on Vacation Leave and Sick Leave is available in Section VI of the Staff and Administrator Policy Manual. This information includes availability of sick leave to care for an employee's child.

PARENTAL LEAVE

Paid [Parental Leave](#) and Flexible Family Leave options give parents the time they need to care for their children during critical periods and may be used for childbirth, adoption, or newly assigned foster children placements.

FAMILY AND MEDICAL LEAVE (FMLA)

Eligible employees may utilize [FMLA](#) leave to provide care for an illness, childbirth, adoption, or the care of an immediate family member with a serious health condition. During this period, employees can use their accrued time off to remain in paid status. Contact a member of the Office of People and Culture to discuss your specific situation.

MEDICAL LEAVE OF ABSENCE

Request a Medical Leave of Absence by submitting the [LOA Form](#). Reach out to your business partner in the Office of People and Culture for guidance or email your questions to absence@loyola.edu.

ADOPTION RESOURCES

ADOPTION SUPPORT

Acentra, Loyola's Employee Assistance Program (EAP), offers a robust library of articles and other resources for prospective and new adoptive parents, including resources for special needs adoptions. Go to www.EAPHelplink.com and enter the company code "LOYOLA." Click on "Parenting" followed by "Adoption" on the home page.

ADOPTION-RELATED PROVIDERS

Acentra, Loyola's Employee Assistance Program (EAP), offers a search tool to assist with finding adoption-related providers (e.g., adoption agencies, counselors/therapists, support groups). Go to www.EAPHelplink.com and enter the company code "LOYOLA." Click on "Locate Providers" on the home page.

LEGAL RESOURCES

Acentra, Loyola's Employee Assistance Program (EAP), offers an expansive legal library, legal forms, and a 30-minute consultative call (per issue) with an attorney to assist you when legal needs arise. An hourly rate will be provided for continued consultation. Go to www.EAPHelplink.com and enter the company code "LOYOLA." Click on "Legal" on the home page.

CHILD CARE BENEFITS & RESOURCES

See the Child Care Resource Flyer for information.

NEW PARENT SUPPORT

Acentra, Loyola's Employee Assistance Program (EAP), offers a robust library of articles and other resources for prospective and new parents, including resources for [first-time fathers](#). Go to www.EAPHelplink.com and enter the company code "LOYOLA." Click on "Parenting" on the home page.

LACTATION SUPPORT

Loyola's Lactation Accommodation Policy promotes a breastfeeding-friendly work environment and supports lactating employees at the University. Visit the [Lactation webpage](#) for additional information, including a listing of available lactation rooms.

The [Breastfeeding Fact Sheet](#) from the Office on Women's Health answers a number of commonly asked questions on breastfeeding, baby diets, and more.

Breastfeeding classes offer pregnant women and their partners the chance to prepare and ask questions before the baby's arrival. Classes may be offered through hospitals, breastfeeding support programs, La Leche League (<https://llli.org/>) or your doctor for help finding a breastfeeding class in your area.

Call the National Women's Health and Breastfeeding Helpline at 800-994-9662 for breastfeeding questions and support.

OTHER CONSIDERATIONS

The arrival of a new baby or child is a significant [Life Event](#) and an important opportunity to review your health benefits. Changes (with the exception of tax exemptions) must be made within 30 days.

- Review and change your health plan coverage level (e.g., family coverage)
- Update your life insurance [beneficiaries](#) and policy coverage
- Enroll in dependent care and/or health care [flexible spending accounts \(FSA\)](#) in Workday
- Update your [dependent listing](#) in Workday
- [Tax Exemptions](#) in Workday

BABY GEAR & DISCOUNTS

Loyola employees receive discounts from participating partners on a variety of baby gear and parental support services (e.g., clothing, bedding, furniture, monitoring, sleep training, postnatal care, breastmilk support). Go to www.EAPHelplink.com and enter the company code "LOYOLA." Click on Savings Center on the home page and click on the applicable link to learn more (or use the search bar at the top of the page), including steps to redeem the discount.

Did you know that the Loyola Spirit Shop carries infant and toddler clothing? Even better, employees receive a 10% discount on most regular priced purchases (online purchases and textbooks excluded).

