

## Sample HR Policies

*Every business is unique, and has specific requirements. We are offering the below policies as starting point resources. We encourage employers to validate any new policy according to your organization's standards, to customize policies as best fits into your company.*

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Paid leave policies provide job protection and paid time off to employees for specified situations. Paid leave can include sick leave, vacation, family leave, bereavement leave, caregiver leave, etc.

[Click here](#) for a sample **PTO Policy**.

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2020 demonstrated to employers the importance of flexible work spaces, causing many to send staff home to work. As a result, employees also realized the benefits from working from home. For businesses where this is a possibility, you may want to consider offering a remote work policy.

[Click here](#) for a sample **Remote Work Policy**.

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A strong staff consists of dynamic employees. It benefits employers to acknowledge this includes people with dynamic lives outside the workplace. Providing flexible work hours can support a wide variety of needs.

[Click here](#) for a sample **Flexible Hours Policy**.

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Childcare costs families \$705 - \$835 per child per month in Pottawattamie County. Offering assistance with Childcare expenses alleviates ongoing stress.

[Click here](#) for examples of how to provide childcare support.



## Community Resources

Our community has numerous resources that can benefit everyone in your organization. Sharing these with your employees can provide supports people may not otherwise be aware of.

### Family Resources

[Iowa Child Care Resource & Referral](#)  
[Child and Family Resource Network](#)  
[Children's Square](#)

### Transportation Resources

[Metro Area Transit](#)  
[SWIPCO](#)

### Healthy Living

[Healthy Hometowns](#) by The 712 Initiative & CB Chamber (Coming Soon!)  
[Healthiest State Initiative](#)  
[Farmer's Market](#)

### Food & Clothing Services

[Care and Share House](#)  
[Food Bank for the Heartland](#)

### Legal Services

[Iowa Legal Aid](#)

## Online Resources

### Top Websites for Parents

[Text for Baby](#) provides an app with safety & health information about your baby, appointment reminders, additional content on website.

[Parentivity](#) offers education and tips about prenatal, newborn, and early childhood. You will find a personalized dashboard, interactive material, and information sources.

[Parents Like Us](#) shares its mission of bringing together parents raising children diagnosed with serious mental illnesses.

[Sesame Street in Communities](#) contains written, interactive, and video content featuring well-known Sesame Street characters, a wide variety of childhood focused topics.

[Child and Family Resource Network](#) can connect you with eight free family support programs that serve families with kids ages 0-5 and pregnant women in Pottawattamie and Montgomery Counties.

For more information, visit us online at:

You can also reach us by phone or email:  
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