

ADOPTION FACTSHEET FOR HUMAN RESOURCES

How workplace policies can support adoptive parents



WHICH WORKPLACE POLICIES BEST SUPPORT THE NEEDS OF ADOPTING PARENTS?

As with any employee who is actively growing their family, adoptive parents benefit from workplace flexibility, especially to accommodate mandatory social worker visits, court dates, and placement activities. They also benefit from parental leave policies which support attachment parenting. Adoptees experience trauma when they are separated from their birth family, which requires additional efforts by adoptive parents to create a healthy, secure attachment after initial placement. Additional time may be needed for adoptive parents to secure available childcare, as the unpredictable nature of adoption makes advance planning difficult.

CHALLENGES ADOPTIVE PARENTS FACE WHEN NAVIGATING TYPICAL HR PROCESSES:

- The adoption process is unpredictable and adoptive parents may have very short notice before requesting time off for social worker visits, court appearances, or parental leave when the new child is placed.
- Adoptive parents do not have access to Social Security numbers, birth certificates, or other typical documentation needed for adding the child to health insurance. Often, these items aren't available until after finalization, which takes a minimum of six months to complete.
- By law, adopted children are to be added to health insurance at birth or placement, just as if born into a family.



Human Resources professionals can be an important advocate for adoptive parents in the workplace!