

# TIP SHEET:

## TIPS FOR SUPPORTING FATHERS IN THE WORKPLACE



BOSTON COLLEGE  
Center for Work & Family  
CARROLL SCHOOL OF MANAGEMENT

- 1. Encourage your dads to take (full) paternity leave.**
  - a. According to Jennifer Baxter, a senior researcher with the Australian Institute of Family Studies, there is a strong relationship between fathers taking paternity leave and their subsequent involvement in their children's lives and evidence of a positive correlation between fathers taking paternity leave and children's cognitive outcomes.
  - b. In BCCCWF's [New Dad](#) studies, 75% of fathers took off one week or less following the birth of their most recent child, and 16% did not take any time off at all.
  - c. Yahoo offers eight weeks of fully paid paternity leave, Bank of America offers 12 weeks of paid paternity leave, and EY offers six weeks.
  
- 2. Give dads a forum to discuss their work-life challenges.**
  - a. According to the National Study of the Changing Workforce (2008), fathers now experience more work-life conflict than mothers.
  - b. Offer lunch & learns or webinars for fathers in the workplace.
  - c. Create an employee resource group for fathers.
  
- 3. Offer informal and formal flexibility for all employees.**
  - a. According to BCCWF's New Dad study "[Caring, Committed, Conflicted](#)", over 80% of the fathers who worked from home or used flex-time did so on an informal basis.
  - b. Encourage use of formal and informal flex arrangements for all employees.
  
- 4. Get to know your dads.**
  - a. Conduct a survey of the fathers in your organization to understand their needs and priorities, and how you can best support them as an organization.
  
- 5. Celebrate your dads.**
  - a. Highlight the successes of working fathers in your organization in your newsletter, on your intranet portal, or through other communication channels.
  - b. Celebrate Father's Day within your organization.
  
- 6. Address workplace stigma against caregiving fathers.**
  - a. In [a 2013 study](#) by Rudman and Mescher, men who requested a 12-week family leave to care for a sick child or parent were more likely to be subject to demotions, pay cuts, reduced responsibilities, termination, or layoff, and less likely to be recommended for promotions, leadership roles, and raises.

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- b. In a [2013 study](#) by Berdahl and Moon, caregiving fathers experienced the highest rates of general mistreatment at work among men, such as being excluded, ignored, insulted, bullied, humiliated, threatened or pressured.
  - c. Be conscious of workplace stigma against fathers with caregiving responsibilities and encourage a family-friendly workplace environment.
- 7. Offer resources and events for dads-to-be and new dads.**
- a. Becoming a dad can be both exciting and overwhelming. Offering resources and events for dads-to-be and new dads can help them to feel supported in the workplace and at home.
- 8. Celebrate the birth or adoption of a child.**
- a. Let your dads know you're thinking of them when their child is born by sending them a small gift or encouraging them to take their full paternity leave.