Work/Life Programs



# [Harvard University: http://harvie.harvard.edu/Work\_Life\_Balance](http://harvie.harvard.edu/Work_Life_Balance)

# [Harvard University: http://www.faculty.harvard.edu/work-life-benefits-and-perks](http://www.faculty.harvard.edu/work-life-benefits-and-perks)

[Harvard Medical School: http://hms.harvard.edu/humanresources/worklife-harvard-longwood](http://hms.harvard.edu/humanresources/worklife-harvard-longwood)

Harvard School of Public Health: <http://www.hsph.harvard.edu/human-resources/worklife>

Harvard provides faculty, staff, and post-docs comprehensive support for Work/Life needs\*. Details about the programs below can be found on Harvard Medical School or Harvard School of Public Health’s Human Resource webpage under Work/Life or on Harvard’s intranet, HARVie (available to Harvard’s benefits eligible employees). The Work/Life Program Manager on Harvard’s Longwood Campus provides you with customized resources and support for personal or professional needs to make life’s transitions a bit more manageable. You may request resources for yourself or those you work with or manage.

## CHILDREN AND PARENTHOOD

*Raising a family while nurturing a career is complex, exhausting, expensive and fulfilling. At Harvard University, there are many resources and programs to support your journey.*

* Tenure clock extension
* Office of Research Strategy and Development
* Parental and Family Medical Leave (FML)
* Child Care Scholarships and Travel Funds
* Adoption grants, support and assistance
* Child Care resource and referral services through Harvard’s Employee Assistance Program (EAP)
* Child Care Centers with priority access in Longwood, Cambridge, and Allston
* Longwood Medical Area Child Care Network
* In-home back-up care through Care.com
* Campus-based School’s Out Vacation Camp
* Nanny search and placement services
* Access to Exceptional Caregiving Website: resources for families of children with a range of special needs
* On-line access to WATCH Portal: Web Access To Care at Harvard
* 11 Mother’s Rooms on Harvard’s Longwood Campus
* Educational Seminars
* Dependent Care Flexible Spending Account

## LIFE

*Life raises many questions and provides many challenges. As Harvard Faculty or Staff, you have access to many discounts and services to support life’s joys and challenges.*

* Outings & Innings: discounted tickets to sporting events, theater, museums, movies and more
* Access to financial and legal advisors through Harvard’s Employee Assistance Program (EAP)
* Housing Services: rentals, sales, purchases, and mortgages
* Retirement Planning
* Employee tuition assistance and professional skill development courses

## \*Faculty, staff and post-docs must be on a regular Harvard payroll and working more than half-time to be eligible for certain benefits. Please contact the HLC Work/Life Program Manager for more information.ELDER AND ADULT CAREGIVING

*Adult family members are living longer, sometimes with chronic illness, and need various supports and services. Balancing a career with navigating through Medicare, Medicaid, Social Security, and elder care housing and services can be emotionally draining and time consuming. There are services and resources that can support you.*

* Elder Care consultation, referrals and adult cronic illness caregiving support through Harvard’s Employee Assistance Program (EAP)
* Back up Care for adults (including staff and faculty themselves) who need support
* Educational Seminars
* Family Medical Leave (FML) consultation
* Guidelines for flexible work arrangements
* Dependent Care Flexible Spending Account
* Long Term Care Insurance for employees and their family members

## WELLNESS AND SELF CARE

*When you work as hard as you do, taking care of yourself may be the last item on your to-do list. At Harvard, you have access to a wide range of programs that support your well-being.*

* Fitness Benefit: discounts or reimbursement for gym memberships
* Harvard on the Move: community walks and runs throughout the week
* The Center for Wellness: massage, yoga, and meditation sessions on campus
* Educational Seminars
* Tobacco Free Campus
* Medical Flexible Spending Account
* Behavioral Health consultation, referral and counseling through Harvard’s Employee Assistance Program (EAP)
* Family Medical Leave (FML) consultation and guidelines for flexible work schedules

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