

Work/Life Programs

Harvard University: http://harvie.harvard.edu/Work_Life_Balance

Harvard University: <http://www.faculty.harvard.edu/work-life-benefits-and-perks>

Harvard Medical School: <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

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 chronic 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



*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.