Employee Emergency CARE Fund FAQ

Donating

*Is my donation tax-deductible?*

No. The Employee Emergency CARE Fund provides support more broadly than allowed by the IRS definition of a workplace relief fund, especially to victims of domestic violence, and thus gifts to the fund are not tax deductible.

*I donate to Cornell’s United Way campaign. How is this different?*

Cornell United Way does great work throughout Tompkins County and beyond - definitely keep donating to them! The Cornell Employee Emergency CARE Fund is different in that it gives directly to employees, and is open only to Cornell employees.

*Where does the money in the Employee Emergency CARE Fund come from?*

The majority of the fund is donated by thoughtful employees who wish to help their colleagues. Cornell does occasionally supplement the fund during periods of crisis.

*Where can I go to donate?*

Give to the Employee Emergency CARE Fund at [https://hr.cornell.edu/carefund/give-care-fund](https://hr.cornell.edu/carefund/give-care-fund).

Applying

*Who can apply for an Emergency CARE Fund grant?*

Cornell employees who hold a benefits-eligible full or part-time position (including benefits-eligible post-doctoral associates and employees on short-term or long-term disability); and have worked a minimum of six months. Note: Employees on layoff status are not typically covered, but during the COVID-19 crisis, they are eligible to apply to the fund.

*Can all Cornell employees access the fund?*

Employees paid by Cornell University and in university benefits-eligible positions may apply. Weill Cornell employees do not qualify.

*Can retirees apply for a CARE grant?*
No. However, Cornell retirees and their dependents may still access the Cornell Faculty and Staff Assistance Program for therapeutic support during times of need.

**Can students apply for this grant?**

No. Students with urgent needs can access the CU Emergency Fund, Students Helping Students, and the DACA Renewal Fee Emergency Fund at [https://finaid.cornell.edu/special-circumstances/emergency-funds](https://finaid.cornell.edu/special-circumstances/emergency-funds).

**Who makes decisions about the grant?**

A confidential committee reviews grant applications. It consists of Cornell community members as well as representatives from Human Resources, the Faculty and Staff Assistance Program, and Workforce Policy & Labor Relations.

**How much can be received from the grant?**

Eligible recipients may receive between $200 and $2,000 depending on their circumstances.

**Where can I apply for a grant?**

You can find the application and information about applying at [https://hr.cornell.edu/carefund/apply-care-fund-grant](https://hr.cornell.edu/carefund/apply-care-fund-grant).

**How many grants are awarded each year?**

The fund typically has enough donations to award 20-25 grants per year.