



Human Resources

Parenting

If you are dealing with issues concerning pregnancy, childcare, breastfeeding, adoption, LGBT parenting, or parenting children with special needs, there are many supportive resources available to you and your family at Cornell. Many family-friendly activities are offered on campus and financial help programs are also available. Students with children should also visit the [Cornell Students with Children](#) website for additional resources.

[accordion]

Pregnancy / Infant Care

- **Infertility Discussion Group - [Register here](#):** Thursday, July 13, 2017; 4:30-5:30 p.m.; East Hill Office Building, Training Room #140. All Cornellians and their partners/spouses are welcome to attend. Please bring your own beverage. Infertility is often dealt with privately and quietly - at times to the person's preference, at others because of societal discomfort in discussing it. Feelings of loss, heartache, and depression are not uncommon as is facing major life decisions regarding finances, adoption, and much more. Regardless of where you are at on your journey, you are invited to join us for an open discussion about your experience (sharing only to your comfort level). There will be no presenter, however there may at times be facilitated dialogue. This discussion group has been started because of the frequency of identified needs and concerns of Cornell employees. If you have any concerns or questions, you may contact Michelle Artibee, Associate Director, Work/Life - directly at mla64@cornell.edu or 255-5298.
- **Cornell Reproductive Health Program:** Environment, Health and Safety (EHS) works to ensure that task duties do not result in unsafe exposures to reproductive hazards. EHS professionals can review your work areas to evaluate potential chemical, biological, and physical exposures and provide recommendations to ensure potential exposures do not pose a reproductive risk. Female and male employees and students who are contemplating having children, pregnant, or nursing may schedule a reproductive health evaluation of their work and research areas. Contact Brandi

Kissel (email bek66@cornell.edu)

- **Top 10 Tips for Having a Baby at Cornell**
- **Breastfeeding Support:** Information on benefits, locations of Mothers' Rooms, guidelines for employees and supervisors, and other support resources.
- **Preparing for Baby Series:** Workshops offered to Cornellians and their partners on topics related to prenatal and postpartum care as well as breastfeeding and making connections with other Cornell parents.
- **My 9 Months:** Informative website developed by March of Dimes featuring resources for pregnancy preparation, exercise.

Adoption

- **Adoption Assistance Program:** Reimburses eligible employees for qualified adoption expenses.
- **Transracial Adoptive & Foster Families of Ithaca:** Community peer group for transracial adoptive and foster care families.

Child Care

- **Cornell Child Care Center:** offers a unique, high quality childcare program on campus to serve Cornell's diverse families.
- **Family Helper List:** Listing of Cornell students & staff available for jobs such as babysitting, house sitting, yard work, errands, etc.
- **Locating Informal Care:** A useful guide for finding and working with babysitters.
- **Conference Child Care:** This planning guideline helps event planners who want to offer child care options to attendees.
- **Back-Up Child Care:** Cornell employees are eligible for 10 days of back-up childcare per year at the Cornell Child Care Center.
- **Work/Life Consultant:** (sdb39@cornell.edu) Consultative assistance is available to Cornell staff, faculty, retirees, and students on topics related to dependent care, such as locating providers, nannies and babysitters, parenting children with special needs, and more.

Financial Assistance

- **Child Care Grant Program:** Cornell has committed to helping faculty and staff access quality care by subsidizing its cost.
- **Dependent Care Reimbursement Account:** This benefit helps you reduce your out-

of-pocket expenses by taking advantage of a federal law that gives you an immediate tax break when paying for dependent care services covered under the program.

- **Faculty Dependent Care Travel Fund**: Offers tenure track and tenured faculty up to \$1,000 (\$1,500 for dependent children with special needs) per academic year in direct expenses for dependent-care expenses incurred while traveling to attend professional meetings, conferences, workshops and professional development opportunities.
- **Cornell Children's Tuition Scholarship**: Provides the children of eligible Cornell employees a partial scholarship for study at Cornell or other accredited institutions.
- **Travel Assistance to NYC for Medical and Other Emergencies**: The Emergency CARE Fund provides round-trip bus tickets on the Campus-to-Campus Bus to current employees.

Programs for School-aged Children

- **Local Schools**
 - **School Closing e-List** (type "join" in the subject line): Receive notification of weather-related or unscheduled school closures.
- **Summer Camps**: Cornell hosts two summer day camp programs
 - **CAU Youth Program**: Infants through teens; variety of activities.
 - **Cornell Sports School**: Sports activities for boys and girls ages 7-19.
 - **Tomkins County Youth Bureau Summer Camp Guide**: Guide to summer youth programs/camps.

Family-Friendly Activities

- **Life in Ithaca**: The Cornell website features links to activities for all ages, including theaters, museums, festivals, science centers and natural attractions in the Ithaca area.
- **Bring A Child To Work Day**: Annual event provides an activities for children to explore interests and careers and see what parents, relatives and/or friends do in their work at Cornell.
- **Cornell Parent E-News**: Sign up to receive a newsletter about Cornell-sponsored events, workshops, and activities that are parenting-related or family-friendly to attend.
- **Insectapalooza**: Come see the Bizarre, Bad, and Beneficial of the insect world!
- **College of Veterinary Medicine Open House**: Get a closer look at veterinary medicine!

Special Needs

- **Resources for Children With Special Needs**: (pdf) listing of numerous local services available.
- **Special Needs e-List** (type "join" in the subject line): Connect with other Cornell families with special needs.

Consultation & Referrals

- **Flexible Work Consultations:** (worklife@cornell.edu) Consultative assistance is available to help employees in considering flexible work options and how to develop a proposal for supervisor review. This may be of special interest to employees who are preparing for or have children.
- **Work/Life Consultant:** (sdb39@cornell.edu) Consultative assistance is available to Cornell staff, faculty, retirees, and students on topics related to dependent care, such as locating providers, nannies and babysitters, parenting children with special needs, and more.

Parenting Resources

- **Workshops:** Programs offered assist with tools and strategies related to pregnancy, parenting various ages of children, and life transitions.
- **Family Life E-Lists** (type “join” in the subject line): Subscribe to email lists geared for Cornell parents (current & prospective), nursing mothers, LGBT families, families with children with special needs, and more.

Parental Leave

- **Parental Leave Procedures:** Policy details and procedures for staff members.
- **Tenure Clock-Stop for Academics:** The clock is automatically stopped for pre-tenure faculty. View the policy for specific guidance.
- **Life Insurance:** Information about life insurance benefits available to Cornell staff and faculty.

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