

# Work-Family Child Supports

NYU recognizes that caring for ourselves and our loved ones can create stress when work and personal responsibilities compete for our time and limited financial resources. In an effort to support our faculty and staff with their work-family integration, NYU offers referral programs, generous leave policies, and financial assistance programs to help with family care expenses.

## Jump to

- [Financial Assistance](#)
  - [Adoption Assistance Program](#)
  - [Back-Up Child Care](#)
  - [Child Care Scholarship Program](#)
  - [Child Care Subsidy Program](#)
- [Leave Policies](#)

[LiveSmart Newsletter: Community Matters](#)

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## Financial Assistance

NYU recognizes that the costs for starting a family, caring for and educating children, and supporting and caring for an elderly parent or dependent partner can put a strain on your budget. Below is a listing of financial assistance programs designed to help you.

- [Adoption Assistance Program](#)
- [Back-up Child and Adult Care](#)
- [Child Care Scholarship Program](#)
- [Child Care Subsidy Program](#)

Please note: This listing provides policy highlights and links only. Other rules may apply. For a complete description of the benefits, please consult the office or website identified. If you have questions, please contact [NYU PeopleLink](#).

[^back to top](#)

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## Adoption Assistance Program

NYU is ranked in the top 100 Adoption-Friendly Workplaces and #2 in the Industry of Education. Up to \$5,000 (or up to \$6,000 for a child with special needs) in eligible adoption expenses is reimbursable to full-time faculty, administrators, and professional research staff. If you have questions, please contact [NYU PeopleLink](#).

[^back to top](#)

### Eligibility

- Full-time faculty, administrators, and professional research staff

### Procedure

- To learn more about eligibility, expenses, reimbursement, and potential tax implications (please consult a tax advisor for specific guidance), review the [Adoption Assistance Program Info Sheet \(PDF\)](#).
- Submit questions and completed [applications \(PDF\)](#) to [askpeoplelink@nyu.edu](mailto:askpeoplelink@nyu.edu). NYU also welcomes Adoption Assistance Program participant success stories to share with the NYU community.

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## Back-Up Child Care

### Eligibility

Through Bright Horizons, subsidized back-up care in a high-quality child care center or at home is available nationwide to help cover care gaps during school breaks, nanny/sitter vacations, or when you're traveling for work. Eligible full-time faculty, administrators, and professional researchers can use the program when planned or unplanned interruptions or changes to your usual care arrangements occur that would prevent you from performing your work responsibilities.

[Learn more about the enhanced benefit and register with Bright Horizons](#) now for when your need for back-up care

arises.

[^back to top](#)

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## Child Care Scholarship Program

Applications to the Child Care Scholarship Program for the 2022 calendar year will be accepted beginning August 23 through September 8, 2021. The program assists with the cost of child care.

General criteria include having a dependent child or children who are under the age of five as of January 1, 2022; earning a total annual household income of less than \$130,000 in 2020; and requiring child care services so that you and your partner (if applicable) can work.

- Full-time faculty, administrators, and professional research staff

## Eligibility

- Available to full-time eligible administrators, professional research staff, "other" faculty, and visiting faculty at New York University.

## Procedure

- Review the [Child Care Scholarship Program Summary](#) and access the [online application](#).
- If you have questions or need additional information, contact [NYU PeopleLink](#).

Submission of salary and household income verification is required within the application. Verification includes: A PDF copy of page 1 and page 2 of your 2020 1040 tax form. If you have a spouse or domestic partner and file taxes separately you must also upload their tax documents.

A completed application as well as registration of your child(ren) within the New York University Benefits Resource Center (BRC) during the application period is required. If your child is covered under the NYU medical plan, no action is needed. If your child is not covered, follow these instructions to [Add Dependent\(s\) to NYU Benefits Resource Center](#).

Award amounts are based on the number of eligible applications received and vary from year to year; generally, scholarships awarded in the past have ranged from \$1,000 to \$4,000.

[^back to top](#)

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## **Child Care Subsidy Program (Eligible Local 3882 Office and Technical Staff Only)**

### **Eligibility**

- For Eligible Local 3882 Office and Technical Staff Only

## Applications to the Child Care Subsidy Program for the 2022 **Procedure**

calendar year will be accepted beginning August 23 through September 8, 2021. The program assists with the cost of child care.

General criteria include having a dependent child(ren) under 13 years of age as of January 1, 2022; earning a total annual household income of less than \$142,025 in 2020; and having eligible child care expenses while you and your partner (if applicable) are working.

Submission of salary and household income verification is required within the application. Verification includes: A PDF copy of page 1 and page 2 of your 2020 1040 tax form as well as a PDF copy of your most recent paystub (as well as your spouse or partner, if applicable). If you have a spouse or domestic partner and file taxes separately you must also upload their tax documents.

A completed application as well as registration of your child(ren) within the New York University Benefits Resource Center (BRC) during the application period is required. If your child is covered under the NYU medical plan, no action is needed. If your child is not covered, follow these

- Review the [Child Care Subsidy Program Summary](#) and access the [online application](#).
- If you have questions or need additional information, contact [NYU PeopleLink](#).

instructions to [Add Dependent\(s\) to NYU Benefits Resource Center](#).

Award amounts are based on the number of eligible applications received and vary from year to year.

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## Leave Policies

Taking time to care for yourself and your loved ones is important to a healthy work-family balance. These NYU policies are designed to support you with finding this balance. If you have questions, please contact [NYU PeopleLink](#).

[^back to top](#)

- [Bonding Leave](#)
- [Childcare Leave](#)
- [Personal Leave of Absence](#)
- [Family Medical Leave Act](#)