

# DID YOU KNOW?

Brown offers an array of benefits designed to support employees through different life stages.

**Faculty/Staff Assistance Program (FSAP):** The FSAP gives employees and family members confidential support and information for both personal and work-life issues. See below for just a few of the many benefits offered.



- Too much to do and too little time to get it done? The FSAP offers qualified referrals to local vendors and resources to assist with educational, childcare, and special needs programs, as well as everyday tasks such as chore services and event and party planning.
- Life can be stressful. The FSAP is designed to provide in-depth consultations, customized resources, and referrals to help make educated decisions on family and caregiving topics including eldercare services and pet care.
- The FSAP's financial professionals are available to provide free telephonic consultations on most financial issues, such as identity theft or estate planning. Also provided are eldercare tools regarding wills and healthcare proxies, as well as resources for volunteer opportunities.

[For a full list of offerings, view the e4health Wellbeing Services overview.](#)

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**Back-Up Care:** The back-up care benefit is available to eligible employees experiencing a breakdown in regular child care or with adult/eldercare needs, but did you know it can provide much more?



- While the back-up care benefit can assist when schools are closed or when a child is mildly ill, it also offers fee-based additional services, such as babysitters, nannies, pet sitters, and housekeepers for regular and weekend care.
- The back-up care benefit also provides a referral service with easy access to high-quality tutoring and test prep providers, offering a variety of online and in-person options with exclusive discounts.
- Adult and eldercare back-up care services are available when a parent or loved one needs care in their home, anywhere throughout the United States. Employee self-care is also an option.

[To learn more, visit the Back-Up Care webpage.](#)

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**Telemedicine:** Employees and dependents covered under one of Brown's health insurance plans have 24/7 access to board-certified physicians through phone and/or video consultations.



- Telemedicine is a great option for pediatric after-hours care because you can speak with a physician from the comfort of your home.
- Can't leave the office for an appointment? Telemedicine is a convenient alternative to urgent care -- telemedicine physicians can diagnose, recommend treatment, and prescribe short-term medication for a wide range of conditions when medically appropriate. For example, telemedicine physicians can treat cold and flu symptoms, rashes and other skin conditions, and more.

[For more information, view the Telemedicine webpage.](#)

**Financial Tuesdays:** Employees may attend confidential 45-minute on-site consultations with Fidelity and TIAA.



- It may be hard to think about retirement when just starting a career, but that's when thinking ahead can be the most beneficial. Retirement representatives are available to discuss topics such as budgeting, debt management, and beginning to save for retirement.
- On the right savings track? A Financial Tuesdays consultation can assist employees to give their retirement savings a checkup and learn steps to catch up if they are behind.
- Need information on retirement account distributions? Although representatives are on-site most Tuesdays, employees can also schedule meetings at their convenience at the Fidelity or TIAA Providence office.

[View the Financial Tuesdays webpage for more information.](#)

## Additional Resources for Parents

- **Child Care Subsidy:** The child care subsidy covers child care expenses for eligible dependents between the ages of 0 to 6 and grants awards up to \$4,000 a year, provided employees and their family meet eligibility requirements.

[Learn more on the Child Care Subsidy page.](#)

- **Lactation (Privacy) Rooms:** Brown provides more than 15 temporary private spaces for nursing mothers, with both campus-based and hospital locations.

[View the lactation \(privacy\) room locations.](#)

- **Child Care Affiliations:** Brown University maintains an affiliation with the YMCA Mt. Hope Child Care Center and The Brown/Fox Point Early Childhood Education Center. Also, eligible Brown employees have preferred enrollment at select Bright Horizons centers, plus tuition discounts at partner centers.

[For more information, visit the Child Care Affiliations page.](#)

## Additional Resources for Pre-Retirees

Retirement for most people isn't just an event; it's a process that unfolds gradually over time. Below is some information on healthcare, financial resources, and emotional readiness to help employees get started if they are considering retiring from Brown.



[More information for faculty considering retirement.](#)

[More information for staff considering retirement.](#)