



# *Family Support & Resource Guide*

for Indiana University Employees



*healthy*  
**IU**

LIVE YOUR BEST YOU.

# *Supporting IU families.*

At Indiana University, we value our employees and families, and are committed to supporting you in every aspect of your life, both professionally and personally. We recognize the incredible responsibility and dedication involved in working while also raising a family or caring for loved ones—one of the most important jobs you will ever have.

This guide is meant specifically for IU employees and family members who are parenting, raising children, or considering these options. In addition, this guide can be a resource for colleagues and supervisors to create a supportive work environment for parents and caregivers.



# What's Inside

<b>IU Leave Programs, Policies, and Benefits</b> .....	4
IU Leave Programs.....	4
IU Policies .....	5
IU Benefits .....	6
<b>Financial Benefits &amp; Support Services</b> .....	10
IU Benefits.....	10
IU Support Services.....	10
<b>Infant &amp; Child Feeding</b> .....	11
IU Policies .....	11
IU Benefits & Support Services .....	11
Other Lactation Support.....	12
Alternatives to Breast Feeding.....	12
<b>Postpartum Support</b> .....	13
<b>Childcare Services &amp; Resources</b> .....	14
IU Benefits.....	14
Other Resources .....	14
<b>Adoption</b> .....	15
Adoption Resources .....	15
Post-Adoption Resources.....	15
<b>Additional Resources</b> .....	16
IU Resources .....	16



# IU Leave Programs, Policies, & Benefits

The IU Human Resources team is available to walk you through IU benefits and policies to ensure that you are aware of all the resources available to you. Please contact [askhr@iu.edu](mailto:askhr@iu.edu) or 812-856-1234 to request information or set up a meeting regarding any of the following information.

## IU Leave Programs

IU offers paid and unpaid/job-protected leave after the birth or adoption of a child.

### Paid Parental Leave

Parental leave provides eligible employees with paid time off in connection with the birth, adoption, or foster placement of a child. If both parents are IU employees, each parent may take the full leave provided under these policies. Limit of two paid leaves in an eligible employee's IU career.

- **Appointed Staff** — Up to 6 weeks of paid parental leave is available to eligible appointed staff employees. Review the policy below for details and application instructions.

 [hr.iu.edu/relations/parental-leave.html](https://hr.iu.edu/relations/parental-leave.html)

- **Academic Appointees** — Faculty are eligible for certain leaves and should consult their campus Academic Affairs Office.

 [policies.iu.edu/policies/aca-47-leaves-for-academic-appointees/index.html](https://policies.iu.edu/policies/aca-47-leaves-for-academic-appointees/index.html)

### Family & Medical Leave Act (FMLA)

- **Appointed Staff** — In a calendar year, FMLA provides up to 12 weeks of unpaid leave to eligible employees for certain family and medical reasons to help the employee balance work and family obligations while providing an element of job security during the leave. To qualify, the employee must have worked for the university in any capacity (staff, academic, part-time) for at least 12 months (does not have to be consecutive); and worked at least 1,250 actual work hours for the university in the year preceding the FMLA absence.
- Employees can qualify for FMLA for a birth, adoption, or foster care placement of a child and to bond with the child. Employees can also take FMLA unpaid leave for their own serious health condition and to care for a family member with a serious health condition, which includes pregnancy. Employees may use their paid time off accruals during the FMLA leave. Medical and dental benefits will be maintained during the leave as long as the employee intends to, and actually returns, to work. Employees on FMLA continue to be responsible for their share of premium costs for benefits. For more information or to apply, consult with your department Human Resources representative.

 [hr.iu.edu/relations/fmla\\_index.html](https://hr.iu.edu/relations/fmla_index.html)

- **Academic Appointees** — Faculty are eligible for certain leaves and should consult their campus Academic Affairs Office.

 [policies.iu.edu/policies/aca-47-leaves-for-academic-appointees/index.html](https://policies.iu.edu/policies/aca-47-leaves-for-academic-appointees/index.html)

## Pregnant Workers Fairness Act (PWFA)

Employees who do not meet the minimum eligibility requirements for FMLA may still be eligible for an unpaid leave under the PWFA, to take time off work for the birth, adoption, or foster care placement of a child and to bond with the child, or for other pregnancy related conditions. Employees may use their paid time off accruals during the PWFA leave.

## Sick/Medical Leave

- **Appointed Staff** — Full-time exempt staff (including PAU and PAO staff) earn 30 days of PTO a year (after five years of service, this increases to 36 days a year.) Non-exempt staff earn 14 vacation days and 12 sick (income protection) days a year. The number of vacation days earned each year increases the longer the employee works at the university.

 [hr.iu.edu/relations/pto.html](https://hr.iu.edu/relations/pto.html)

- **Academic Appointees:** Faculty are eligible for certain leaves and should consult their campus Academic Affairs Office.

 [policies.iu.edu/policies/aca-47-leaves-for-academic-appointees/index.html](https://policies.iu.edu/policies/aca-47-leaves-for-academic-appointees/index.html)

## Military Leaves for Staff Employees & Family Members

 [policies.iu.edu/policies/hr-05-60-military-duty/index.html](https://policies.iu.edu/policies/hr-05-60-military-duty/index.html)

In compliance with federal and Indiana law, Indiana University protects the employment of employees who have voluntarily enlisted in or who have been inducted into or called to duty by the uniformed services of the United States. The protections include leaves of absence for training and active duty and continuation and restoration of certain benefits. This policy also allows family members of individuals on active duty in the uniformed services to take temporary leaves of absence within specified time frames. Review the policy at the link above for details.



## IU Policies

### Accommodations for Pregnancy and Related Medical Conditions

 [pregnancy.iu.edu](https://pregnancy.iu.edu)

Indiana University provides reasonable accommodations for employees based on the known limitations of pregnancy, childbirth, post-partum recovery, and pregnancy-related medical conditions, such as miscarriage or postpartum depression. Visit the link above for additional details including contact information for each campus and an online accommodation request form.

## IU Benefits

### Benefit Changes after Life Events

 [hr.iu.edu/bcc/status/index.html](https://hr.iu.edu/bcc/status/index.html)

Employees who experience an IRS-qualifying life event such as welcoming a new child into the family through birth, adoption, or fostering, have the opportunity to review and modify their benefits including medical and dental coverage and the dependent care flexible spending account.

### Flexible Spending Accounts

 [hr.iu.edu/benefits/fsa.html](https://hr.iu.edu/benefits/fsa.html)

- **Healthcare FSA**

This account allows you to set aside tax-free money to reimburse yourself for qualifying out-of-pocket medical, prescription, vision, hearing, and dental expenses not covered by insurance for you, your spouse, and your eligible dependents who are age 25 and under.

- **Dependent Care FSA**

This account allows you to set aside tax-free money to reimburse yourself for day/evening care expenses for your children under age 13, or your other qualifying tax dependents, which allow you and your spouse to work.

### 24-Hour Nurseline

 800-337-4770  [hr.iu.edu/benefits/24nurse.html](https://hr.iu.edu/benefits/24nurse.html)

IU medical plan members have 24/7 access to trained registered nurses who can provide free guidance on non-emergency health questions and concerns.

### Marathon Health Employee Health Centers

 866-434-3255  [my.marathon-health.com](https://my.marathon-health.com)

IU faculty, staff, and family members enrolled in IU-sponsored medical insurance have access to the Marathon Health Network of employee health centers (in person if applicable and/or virtually). Marathon Health offers comprehensive primary, acute (sick), and mental/behavioral health care in a convenient, affordable setting. Please note: services for children vary by age; no service available for children under two.

### Child and Adult Care

 [care.com/yourbenefits](https://care.com/yourbenefits)  866-814-1638

IU provides access to Care.com, the world's largest online community for finding care. Eligible employees can take advantage of the following services at no cost: a premium Care membership to find, book, and pay for caregivers online, personalized adult/senior care planning services, backup care services at a reduced cost, and discounts on care. Accessing care starts by creating an account at [care.com/yourbenefits](https://care.com/yourbenefits) or by calling 866-814-1638.

## IU Medical Plans Family Planning Coverage



IU medical plan members have access to the following benefits under the plans. Aside from preventive services (which are covered at 100%), all covered services are subject to regular plan cost shares (deductible, coinsurance, and out-of-pocket maximum). For questions or details about coverage visit the IU Benefits website at [hr.iu.edu/benefits](https://hr.iu.edu/benefits) or call the number on the back of your Anthem ID card.

- **Contraceptive Services & Prescriptions** — Contraceptive prescriptions and devices such as birth control pills, diaphragms, intrauterine devices (IUDs), implants, injectables, and patches are covered at 100% (no cost share for the member).
- **Maternity Care** — Covered maternity services include those needed during a normal or complicated pregnancy and for services needed for a miscarriage including:
  - Professional and facility services for childbirth in a facility or the home, including the services of an appropriately licensed nurse midwife;
  - Routine nursery care for the newborn during the mother’s normal hospital stay, including circumcision of a covered male dependent;
  - Prenatal, postnatal, and postpartum services, and
  - Fetal screenings as allowed by the plan.

Covered services also include breastfeeding support, supplies, and counseling. Benefits for breast pumps are limited to one pump per pregnancy.

- **Diagnostic Fertility Services** — Covered fertility services include diagnostic tests, such as diagnostic laparoscopy, endometrial biopsy, and semen analysis. Benefits also include services to treat the underlying medical conditions (e.g., endometriosis, obstructed fallopian tubes, hormone deficiency). Fertility treatments such as artificial insemination and in-vitro fertilization are not covered.
- **Sterilization Services** — Covered sterilization services include sterilization and services to reverse a non-elective sterilization that resulted from an illness or injury. Reversals of elective sterilizations are not covered. Sterilizations for women are covered 100% by the plan.
- **Abortion Services** — Benefits include services for certain elective or voluntary abortions.

## Other Medical Coverage

- **Telehealth through LiveHealth Online** — LiveHealth Online offers 24/7 virtual access to visits with board-certified doctors, dermatologists, and allergy specialists. The provider can assess your condition, provide treatment options, and send a prescription to the pharmacy, if needed. They also offer online psychology and psychiatry services, as well as specialized pediatric medical practitioners.

 [livehealthonline.com](https://livehealthonline.com)

- **Travel Coverage** — IU medical plan benefits also include a travel benefit of up to \$2,000 annually for covered medical services that are not available within 100 miles of the member's home, subject to plan cost shares.

## Autism Spectrum Disorders (ASDs)

IU medical plan benefits include coverage for the treatment of autism spectrum disorders (ASDs). Treatment is limited to services prescribed by a physician in accordance with a treatment plan. All services are subject to the regular plan cost shares (deductible, coinsurance, and out-of-pocket maximums). Additional support available through IU benefits and programs includes:

- **ASD Support Program**

 **844-269-0538**

As an Anthem member you also have access to ASD Family Outreach at no cost. This program focuses on the entire family, creating a strong system of care for family members anywhere on the autism spectrum. Case managers will guide you through the complexities of the healthcare system and address the unique challenges of your situation. A customized care plan is also provided to help you identify available services, secure access to care that may be missing, and facilitate collaboration between healthcare providers.

- **ASD Online Support Group**

 [app.virtualsupportconnect.com](http://app.virtualsupportconnect.com) (log in using your SupportLinc EAP username/password)

Check out the Helping Support People on the Autism Spectrum virtual support group through SupportLinc EAP to find ways you can be a supportive; friend, partner, family member, colleague or ally for people in your life who are on the spectrum.

## Mental Health Services & Support

 [workplacentalhealth.iu.edu](http://workplacentalhealth.iu.edu)

The Workplace Mental Health website is a virtual hub for employees who are seeking help for a mental health concern, or looking for ways to support a co-worker or family member. It can guide you to the benefits, programs and services available through IU, such as telebehavioral health, 24-hour telephone support, one-on-one counseling, and self-guided therapy. The site also has a list of upcoming webinars and events related to mental health and well-being.

- **SupportLinc Employee Assistance Program (EAP)**

 **888-881-5462**  [iu.mysupportportal.com](http://iu.mysupportportal.com) (create an account using group code **iu**)

SupportLinc offers employees, residents, student academic appointees, and household members with 24/7 access to confidential support and referrals for issues such as grief and loss, substance use, relationship problems, work-related pressures, stress and anxiety, and more. Services are provided at no cost and include 24/7 telephone support, six face-to-face counseling sessions per presenting issue, access to SupportLinc's comprehensive website and mobile app, referrals to local service providers, and free 30-minute financial and legal consultations.

## IU Critical Illness Insurance

[hr.iu.edu/benefits/critical.html](https://hr.iu.edu/benefits/critical.html)

Voluntary Critical Illness insurance pays a lump sum following the diagnosis of a serious illness covered by the policy. Coverage is available for the employee, spouse, and children through age 25. The benefit payment can be used for whatever is needed most during recovery—for personal expenses such as medical plan deductibles, coinsurance, groceries, or rent; to replace lost income; or to cover any other financial obligations that may come up. There are no requirements as to what the funds must be spent on.

## IU Long-Term Disability Insurance

[hr.iu.edu/benefits/ltd.html](https://hr.iu.edu/benefits/ltd.html)

Voluntary LTD insurance pays a monthly benefit to you in the event that you cannot work due a covered illness or injury (such as physical disease, illness, pregnancy, or mental disorder). Benefits are paid after 90 or 180 days of disability depending on the level of coverage you purchase.

## IU Supplemental Dependent Life Insurance

[hr.iu.edu/benefits/supplemental.html](https://hr.iu.edu/benefits/supplemental.html)

Employees covered by Supplemental Life Insurance are also eligible to purchase voluntary Supplemental Dependent Life Insurance coverage. This coverage supplements the \$3,000 spouse/\$1,000 child benefit automatically included in your IU-sponsored Basic Life Insurance. Eligible dependents include your spouse and children through age 25.



# Financial Benefits & Support Services

## IU Benefits

### IU Tuition Benefit

 [hr.iu.edu/benefits/tuition.html](https://hr.iu.edu/benefits/tuition.html)

Through the IU Tuition Benefit, eligible employees, their spouse, and eligible children have the opportunity to expand their education through Indiana University or IU High School courses, without incurring the full cost of tuition. Subsidy amounts and dollar maximums are adjusted each year based on the Indiana-resident tuition rate. Covered costs are paid under the benefit as follows:

- **Employees**—tuition costs up to dollar max based on the campus of enrollment/program.
- **Spouses**—tuition costs up to dollar max each semester based on the campus of enrollment.
- **Children of employees**—50% of tuition costs at the Indiana resident undergraduate rate up to the completion of the first bachelor's degree or a maximum of 140 credit hours of IU Tuition Benefit awards, whichever comes first, as long as they continue to meet the definition of a dependent child specified by this plan.
- **IU High School**—25% tuition waiver (not including fees).

## IU Support Services

### 529 College Savings Plans

 [529.iu.edu](https://529.iu.edu)

Also known as qualified tuition programs, 529 college savings plans are administered by state agencies and organizations in 49 states and Washington, D.C. They're designed specifically to help you save for future higher education expenses such as tuition; computers and technology; mandatory fees, books, supplies, and equipment required for enrollment or attendance; certain room and board costs during any academic period the beneficiary is enrolled at least half time; and certain expenses for a special-needs student. IU does not offer a 529 plan, but they can help you choose and set up the plan that's right for you.

### IU MoneySmarts

 [moneysmarts.iu.edu](https://moneysmarts.iu.edu)

Got a serious money problem? Just need help putting together a budget? The MoneySmarts program, available through the IU Office of Financial Wellness and Education, offers free and confidential appointments for current and prospective students, faculty, staff, and alumni of all IU campuses. Their expert counselors can answer questions you have about your financial situation and help you create a plan for your finances that aligns with your values and situation.

## IU Policies

### IU Policy for Lactating Breast/Chest Feeding Staff and Part-Time Employees

 [policies.iu.edu/policies/hr-11-50-lactating-mothers/index.html](https://policies.iu.edu/policies/hr-11-50-lactating-mothers/index.html)

The university promotes a supportive, respectful, and healthy work environment for all employees, including those who are lactating and breastfeeding. The purpose of this policy is to support lactating employees who need a private space to express breast milk while at work.

- Indiana Codes 5-10-6-2 and 22-2-14-2 require reasonable paid break time for expressing milk and a reasonable effort to provide a private space other than a toilet stall.
- In addition, the Fair Labor Standards Act (FLSA), as amended, requires employers to provide an employee with a reasonable break time and a place for an employee to express milk.

Under the policy, units are required to provide a location where employees can express breast milk in private. The space must be well-lit, have a lock on the inside, and include certain amenities such as a comfortable chair. The time needed to express milk is paid time if it occurs during work hours. Supervisors must allow reasonable break time/flexibility to accommodate the employee's needs.

## IU Benefits & Support Services

### Lactation / Wellness Rooms on Campus

 [healthy.iu.edu/worklife/lactation-support/wellness-rooms.html](https://healthy.iu.edu/worklife/lactation-support/wellness-rooms.html)

IU provides wellness rooms to support faculty and staff who need to pump or express breast milk. Each room provides private space for lactation; however, refrigeration and storage are not available in every location.

### Return to Work Support

 [healthy.iu.edu/worklife/child-parenting/return-to-work.html](https://healthy.iu.edu/worklife/child-parenting/return-to-work.html)

For all working parents, learning to navigate work and family responsibilities is both intricate and fulfilling. Check out the IU Work+Life website for tips for a smoother transition back to work.

### Lactation Coverage under IU Medical Plans

All covered services aside from preventive services, which are covered at 100%, are subject to regular plan cost shares (deductible, coinsurance, and out-of-pocket maximum). For questions or details about coverage, call the number on the back of your Anthem ID card.

- **Lactation support, supplies, and counseling** — In-network lactation support, supplies, and counseling are covered under IU-sponsored medical plans as preventive care, therefore covered at 100% with no member cost shares. To find in-network lactation support in your area, visit [anthem.com/find-care](https://anthem.com/find-care). For additional lactation support resources, visit the Healthy IU Work +Life [Maternal Health & Lactation Support web page](#).

- **Breast Pumps** — Breast pumps are considered durable medical equipment (DME) under IU-sponsored medical plans. **One breast pump is covered at no cost** under IU-sponsored medical plans when purchased from an in-network Anthem DME provider.

**To obtain a qualified breast pump the member must:**

1. Obtain a prescription from an OB/GYN for the breast pump (pediatricians do not provide prescriptions for breast pumps).
2. Purchase the pump through an Anthem in-network DME provider. This can be a hospital, an approved local brick and mortar store, or an online DME provider. You can search Anthem's provider network at [anthem.com/find-care](https://www.anthem.com/find-care). The following are a few online providers who have historically been in-network with Anthem. Please be sure to double check their in-network status before placing your order.
  - Edgepark Medical Supply 📞 888-394-5375 🏠 [www.edgepark.com](https://www.edgepark.com)
  - McKesson 📞 877-856-1293 🏠 [www.simplymedical.com](https://www.simplymedical.com)
  - Byram Healthcare 📞 877-902-9726 🏠 [www.byramhealthcare.com](https://www.byramhealthcare.com)

## Other Lactation Support

### Human Milk Handling & Storage

🏠 [cdc.gov/breastfeeding/recommendations/index.htm](https://www.cdc.gov/breastfeeding/recommendations/index.htm)

Following CDC-recommended storage and preparation techniques can help you to maintain the safety and quality of expressed breast milk.

## Alternatives to Breast Feeding

### Donor Milk

🏠 [themilkbank.org](https://www.themilkbank.org)

The Milk Bank is a non-profit, community-supported organization that receives human milk from carefully screened donors to pasteurize, freeze and distribute to all babies, especially those who are premature and ill. They also recognizes lactation as an often overlooked part of pregnancy or infant loss and are available to support bereaved mothers in services assisting with milk suppression, milk expression, or milk donation.

### Formula Feeding

🏠 [cdc.gov/nutrition/infantandtoddlernutrition/formula-feeding/index.html](https://www.cdc.gov/nutrition/infantandtoddlernutrition/formula-feeding/index.html)

🏠 [healthychildren.org/English/ages-stages/baby/formula-feeding/Pages/default.aspx](https://www.healthychildren.org/English/ages-stages/baby/formula-feeding/Pages/default.aspx)

Infant formulas can provide excellent nutrition for your baby. But with so many commercially prepared infant formulas available, it's easy for new parents to quickly become overwhelmed. Check out these links to learn more about what to look for in a baby formula, and how to prepare and store your baby's formula safely.

## Postpartum Resources

### Postpartum Mental Health Screening

 [psychology-tools.com/epds](https://psychology-tools.com/epds)

Screening for the presence of prenatal or postpartum mood and anxiety disorders is quick and effective using the evidence-based Edinburgh Postnatal Depression Screen (EPDS).

### Postpartum Support Center

 [postpartumsc.org](https://postpartumsc.org)

Postpartum Support Center (PSC) aims to help expectant and new parents navigate the perinatal period, reduce parental stress, and build effective support systems. PSC offers direct peer and social support, prevention programs, practical help, information, and resources at no cost.

### Postpartum Support International (PSI)

 [postpartum.net](https://postpartum.net)     800-944-4773

PSI provides current information, resources, education, and advocates to support perinatal mental health, including a help line and online support groups to connect you with other parents.

#### Additional resources through PSI include:

- **Tips for Partners & Families** — Tools to help you support the person who is struggling, and also help you get through this difficult time.  [postpartum.net/get-help/family](https://postpartum.net/get-help/family)
- **Support for Dads** — A place where dads, partners, or other support people can find answers and support from experts and from other men.  [postpartum.net/get-help/help-for-dads](https://postpartum.net/get-help/help-for-dads)
- **Support for Queer & Trans Parents** — The Queer & Trans Parent Support Group is free and open to all members of the LBGQTQIA+ community who are expecting, adopting, and/or parenting babies up to 2 years.  [postpartum.net/get-help/queer-parents](https://postpartum.net/get-help/queer-parents)

### March of Dimes Postpartum Support

 [www.marchofdimes.org/find-support/topics/postpartum](https://www.marchofdimes.org/find-support/topics/postpartum)

Caring for a new baby while feeling sore, tired, and stressed can be a lot to handle, but taking care of yourself is one of the best things you can do for your baby. Learn about some of the discomforts that are normal after giving birth as well as the complications to be aware of.

### Maternal Mental Health Hotline

 833-TLC-MAMA (852-6262)

Call or text the Maternal Mental Health Hotline 24/7 for free, confidential, support if you're a new or soon-to-be parent or loved one. They can provide support and resources if you're feeling sad, worried, overwhelmed, or concerned that you aren't good enough.

# Childcare Services & Resources

## IU Benefits

### Care.com

 [hr.iu.edu/benefits/care.html](https://hr.iu.edu/benefits/care.html)

The following services are available at no cost to full-time (75% FTE or greater) faculty and staff, including IU residents, and student academic appointees enrolled in the IU-sponsored medical plan.

- **Premium Care.com Membership**—access the Care.com web portal to find, book, and pay for caregivers online and explore their extensive library of resources for parents and caregivers.
- **Senior Care Solutions**—personalized adult/senior care planning services.
- **Backup Care Services**—find last-minute care providers at a reduced cost when normal care arrangements are disrupted.
- **Care Discount Program**—access hundreds of discounts for care services through LifeMart. One discount through this program is 10% off any full-time, part-time, or drop-in tuition for any ages six weeks to 12 years at any KinderCare Learning Center locations. Find a center at [kindercare.com/our-centers](https://kindercare.com/our-centers).

Accessing benefits starts by creating an account at [care.com/yourbenefits](https://care.com/yourbenefits). When you're ready to use your benefits, log in to your account or call **866-814-1638**. Services are available nationally.

## Other Resources

### Early Learning Resources

 [healthy.iu.edu/worklife/child-parenting/early-learning.html](https://healthy.iu.edu/worklife/child-parenting/early-learning.html)

Check out this list of area-specific school-aged resources curated by Healthy IU.

### Indiana Childcare Finder

 [www.in.gov/fssa/childcarefinder](https://www.in.gov/fssa/childcarefinder)

Powered by the Indiana Family and Social Services Administration, Childcare Finder helps you locate childcare in Indiana.

### Path to Quality Program

 [brighterfuturesindiana.org/parents/paths-to-quality](https://brighterfuturesindiana.org/parents/paths-to-quality)

Start with Paths to QUALITY™, Indiana's quality rating and improvement system for child care. It is a free resource that helps families make informed decisions — and helps early education providers improve program quality.

### Summer Camps

 [www.acacamps.org/parents-families](https://www.acacamps.org/parents-families)

The American Camp Association (ACA) is helping to unlock a future where all children thrive. ACA is the voice of camp and a trusted resource for campers and their parents.

# Adoption Resources

## Adoption Resources

 [healthy.iu.edu/worklife/child-parenting/adoption.html](https://healthy.iu.edu/worklife/child-parenting/adoption.html)

Find a list of resources related to adoption, including the Indiana adoption program, independent adoption, and post-adoption resources, curated by Healthy IU.

## Post Adoption Resources

### Indiana Adoption Program (IAP) Post-Adoption Services

 [www.indianaadoptionprogram.org/pas](https://www.indianaadoptionprogram.org/pas)

Even in the healthiest of families, adjusting to a significant change like adoption can be a long process. Some adopted children have needs that require specialized services and skills but don't become apparent until after the adoption. IAP post-adoption services can help.

### Adoption Parenting Resources

 [indianaadoptionprogram.org/parenting-resources](https://indianaadoptionprogram.org/parenting-resources)

Find articles, checklists, fact sheets, and other materials to help guide you on your adoption journey — whether you're in the consideration stage, wondering if adoption is right for your family, or you've already been matched with a waiting child.



# Additional Resources

## IU Resources

### IU Parenting Community Groups

[healthy.iu.edu/worklife/social-connection-groups](https://healthy.iu.edu/worklife/social-connection-groups) [healthyu@iu.edu](mailto:healthyu@iu.edu)

This university-wide group is designed for faculty and staff interested in connecting with other IU parents to learn, share resources, and network over the shared experience of parenting and/or care giving. Visit the link above or send an email to be added to this IU Microsoft Teams group.

### IU Bloomington Working Moms Group

[www.facebook.com/groups/134412676587433](https://www.facebook.com/groups/134412676587433)

This IU Bloomington group provides a community for female employees who are maintaining a career alongside their parenting responsibilities. Moms with children of all ages, from newborns to adults, are welcome. In-person lunches are occasionally scheduled throughout the year. To join, like the IU Working Moms Facebook group page.

### IU Women In IT (IUWIT) Caregiver Virtual Group

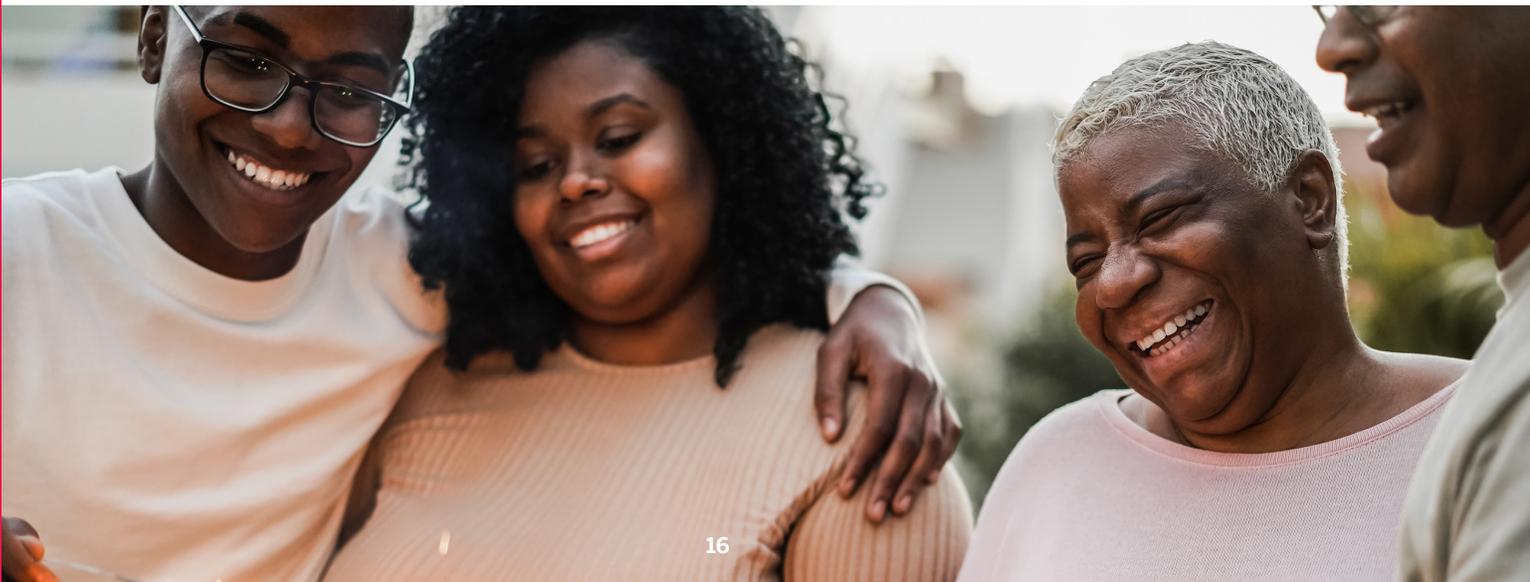
[iuwit.iu.edu/about/caregiver-resources.html](https://iuwit.iu.edu/about/caregiver-resources.html)

IUWIT hosts informal virtual conversations for those who need a break or a place to just vent to and connect with others (check their [events calendar](#) to see when the next one is scheduled).

### IU Indianapolis Office for Women

[officeforwomen.indianapolis.iu.edu](https://officeforwomen.indianapolis.iu.edu)

The IU Indianapolis Office for Women established in 1996 fosters an energized community of faculty, staff and students pursuing opportunities for full participation, shared influence, and equity in all aspects of the work and learning environments at IU Indianapolis. By providing programming, resources and education about gender issues and gender equity, the Office for Women, works to build a campus environment that is inclusive of all and a climate where all community members can succeed and reach their full potential.



## IUB Initiative for the Advancement of Women

 [vpfaa.indiana.edu/faculty-resources/initiative-advancement-of-women-faculty/index.html](https://vpfaa.indiana.edu/faculty-resources/initiative-advancement-of-women-faculty/index.html)

The Initiative for the Advancement of Women (IAW) offers a dynamic and multifaceted array of programming with the goal of fostering excellence and community. At the heart of our work is the core belief that an equitable and inclusive climate drives innovation.

## IU School of Medicine Women's Advisory Council

 [medicine.iu.edu/inclusion/committees/womens-council](https://medicine.iu.edu/inclusion/committees/womens-council)

For women working at the IU School of Medicine, this council provides a critical advisory role for the school's efforts to create a culture that promotes faculty vitality and diversity with a particular emphasis on the advancement of women in medicine and science. The Women's Advisory Council works toward an environment where all members of the school community can thrive.

## IUB Department of Speech, Language and Hearing Sciences Clinics & Services

 [sphs.indiana.edu/clinics-and-services/index.html](https://sphs.indiana.edu/clinics-and-services/index.html)

This department is home to a Hearing Clinic, a Speech-Language Clinic, Assessment Clinics, a Preschool program, and several support groups. These resources are available to people of all ages.

## IU School of Optometry Clinics at IU Bloomington and Indianapolis

 [optometry.iu.edu/patient-care/services/pediatrics.html](https://optometry.iu.edu/patient-care/services/pediatrics.html)

The IU School of Optometry offers a unique experience unlike any other eye care center. You are seen by an experienced faculty doctor who has made meaningful research discoveries in optometry. You're also seen by an optometry student—among the nation's best—who is training to be that doctor someday. Clinics offer eye care for children and infants, including vision therapy.

## IU Psychology Clinics at IU Bloomington and Indianapolis

 [psych.indiana.edu/clinics/index.html](https://psych.indiana.edu/clinics/index.html)

These clinics provide a range of psychotherapy, psychological assessment, and consultation services to children and adults in Bloomington and the surrounding areas, including services for faculty, staff, and students at IU.

*Did we miss anything?*

We're always striving to keep this guide up-to-date with the resources available for IU families. If you know of something that we didn't include, let us know at [healthy@iu.edu](mailto:healthy@iu.edu).

# Notes & Reminders

A series of horizontal dotted lines for writing notes and reminders.

# Notes & Reminders

A series of horizontal dotted lines for writing notes and reminders.



LIVE YOUR BEST YOU.

[healthyu@iu.edu](mailto:healthyu@iu.edu)

317-274-6470

Published July 2024

© 2024 The Trustees of Indiana University on behalf of Healthy IU.