

The Resource

Well-being resources, family care benefits, learning & development opportunities, employee recognition, perks and more to help you thrive personally and professionally.

thrive



Support your family with WashU benefits



Backup Care Benefit | Reimbursable Care

If your usual caregiver is not available, Bright Horizons can provide a qualified and screened caregiver to your home or arrange for a spot at a childcare center. Alternatively, you now have the option to submit a reimbursement request for expenses incurred when using and paying for a backup caregiver outside of the Bright Horizons network, such as a sitter, friend, neighbor, or relative who is not the child's parent.

Here are some essential things to remember about this option:

- If you choose to find your own backup caregiver, you must submit a reimbursement request through Bright Horizons as soon as you know your usual arrangements will not be available, even on the day when care is needed.
- When you select your care option, click "Request Reimbursement," and complete the required paperwork for pre- and post-care.
- Each Reimbursable Care use counts towards your annual limit of 20 uses.
- Bright Horizons administers the reimbursement at a flat rate of \$150 per day.

A step-by-step guide for reserving reimbursable care is [available here](#).

Additional Bright Horizons resources

Bright Horizons not only offers Backup Care, but also provides a range of helpful resources for parenting, caregiving, and maintaining a work-life balance. [Explore upcoming webinars on topics, such as managing kids' screen time, and get tips on summer caregiving.](#)

Fall semester openings at WashU Nursery School

Starting in September, the Nursery School at Washington University has full-day and part-day openings for three, four, and five-year-olds. For more information, contact Center Director Nikki Scheele at 314-935-6689 or nscheele@wustl.edu.



Thrive tip: Contact Child and Family Care Facilitator Lisa Eberle-Mayse at 314-935-3060 or FamilyCare@wustl.edu with any child or adult care questions.

Take care with WashU's mind-body programming



MyWay to Health Wellness Workshop

August 3, 2023, from 12 - 1 p.m.

Lack of proper sleep can have a negative impact on various aspects of our daily routine. MyWay to Health is pleased to present the "**Stop Pressing Snooze: Healthy Sleep Habits**" workshop, which will provide up-to-date information on the significance of sleep and effective techniques to develop healthy sleep patterns.

[Register for this hybrid workshop](#)

Know Your Numbers | Annual health screening

The annual health screenings program at WashU makes it easy for employees to learn important information about themselves so that they can make informed health decisions. Benefits-eligible employees can choose from different screening options, including off-site alternatives like LabCorp or their primary care provider.



Did you know that the WashU health plan covers preventative care appointments? Plus, screening participants are eligible for a \$50 Visa gift card! [Learn more about annual health screenings and schedule your appointment today.](#)



Employee Spotlight | Worldwide Wellness top teams

The spring well-being challenge provided a chance for employees to prioritize physical activity, meaningful connections, and active relaxation. At a celebratory breakfast, we recognized the **top three teams** and got to learn more about their team spirit and what

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Ongoing learning & development opportunities



Commit to growing your skills with the Office of Institutional Equity (OIE)

Stay engaged throughout the summer with the OIE's Commit Series. Each class aims to enhance our knowledge of equity, diversity, and inclusion while developing skills that benefit the WashU community.

[Register now for July and August sessions.](#)

Plan for your financial future

Federal student loan payments to resume soon

Student loan interest [will resume](#) starting on Sept. 1, 2023, and payments will be due starting in October. WashU has collaborated with TIAA and Savi to provide a [financial wellness benefit](#) that helps you and your loved ones find repayment plan options that can lower your monthly payments and guide you toward loan forgiveness.



Thrive tip: Before student loan payments resume, it's crucial to take [four important steps](#).



Benefit Spotlight

403(b) updates effective July 1, 2023

WashU Benefits is pleased to announce that the two-year waiting period for university contributions under the Retirement Savings Plan is being eliminated for all eligible faculty and staff.

Additional information on this update, including the new vesting timeline, can be found in these [FAQs](#) and on the [Retirement Savings Plan webpage](#).

Engage with and recognize your colleagues

WashU Night at the Ballpark | Ticket sales close July 31, 2023

Friday, Sept. 15, 2023, 7:15 p.m. at Busch Stadium

Purchase discounted tickets through July 31, 2023, and view the schedule of distribution events to collect your tickets and co-branded hats by visiting [WashU Night at the Ballpark](#).



WashU Night with the St. Louis CITY2

[Subscribe](#) to our email list.



Watch the St. Louis CITY2, our MLS NEXT Pro team, take on the Real Monarchs! [View game details and purchase discounted tickets.](#)

Thrive tip: Find more WashU Signature Events by visiting the [Culture & Community hub](#).

New and updated policies



Combating Trafficking in Persons

Trafficking in persons is prohibited by the U.S. government, and Washington University in St. Louis maintains a zero-tolerance policy towards it.

Trafficking in persons may include engaging in severe forms of trafficking in persons, procuring commercial sex acts, using forced labor, denying an employee access to their identity/immigration documents, using misleading or fraudulent recruitment practices, and in some cases, failing to provide return transportation for employees. Specific federal contracts may require additional safeguarding steps, including creating a compliance plan.

Any suspected violations of this policy must be reported immediately. [Read the policy in its entirety.](#)

COVID-19 Vaccination Policy Update

With the end of the COVID-19 public health emergency, the Offices of Occupational Health and Human Resources have changed the COVID-19 vaccination policy, effective July 1, 2023. Employees can read the [updated policy](#) online.



Stay up-to-date with these announcements & reminders



Volunteer for Health

The Research Participant Registry connects volunteers with clinical trials conducted at WashU's renowned medical research center. By volunteering for medical studies, you can support the university's mission and gain valuable insights into your health. [Find out more about this volunteer opportunity and join the registry.](#)

2024 Code of Conduct

All faculty and staff should complete the mandatory 2024 Code of Conduct module by July 31, 2023, which is accessible from your "ME" page within [Learn@Work](#).



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Cosmetic injectables available in the Center for Advanced Medicine

Washington University Plastic and Reconstructive Surgery now offers Botox® and Dysport® at the medical center (CAM, Suite 6G). These wrinkle-relaxing treatments are administered by specialized nurse practitioners and plastic surgeons.

Appointments are available on Tuesday afternoons and Thursday mornings, and consultations are free of charge. You can schedule a consultation by calling 314-362-7388, or by [requesting an appointment online](#).

Helpful Employee Quick Links

HR is here to support you. View quick links to employee resources:

- [Well-Being hub](#)
- [Mind/Body wellness resources](#)
- [Work-Life & Family Care hub](#)
- [Financial Well-Being](#)
- [Work-Life Solutions \(EAP\)](#)
- [Workday@WashU](#)
- [Culture & Community hub](#)

More resources are available at hr.wustl.edu.

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