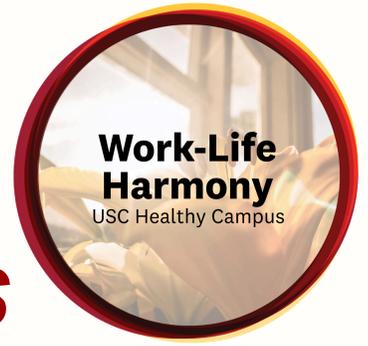


Work-Life Harmony Resources



Caregiving Support

Caring for a loved one can be both rewarding and challenging, and balancing caregiving responsibilities with personal well-being is essential. The following services and programs offer valuable tools and support to help you navigate caregiving responsibilities, maintain your own health, and access community resources.

For more detailed information, explore the resources below.

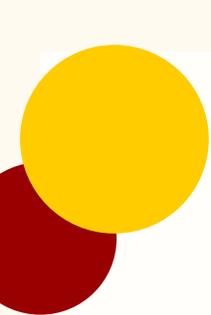
► Adult and Dependent Care

- [California Department of Aging](#) - An important resource for individuals, families, friends, and neighbors looking for services for older adults and people with disabilities. The website has links and information about services in each county.
- [Community Resource Center for Aging](#) - A free resource for older adults in the community looking to improve their quality of life. Through a consultation with access to a robust network of resources, one can find community-based services and support systems specialized in navigating the unique challenges of aging.
- [In-Home Care Provided by a Bright Horizons employee](#) - A vetted caregiver cares for your dependents in your home — with health screenings conducted daily for both the caregiver and family. Bright Horizons will use best efforts to assign the same caregiver for all families who choose a continuous caregiving option.

- [National Alliance for Mental Illness \(NAMI\) Support Groups](#) - NAMI sponsors support groups for caregivers of individuals with mental illness.
- [USC Family Caregiver Support Center](#) - The USC Family Caregiver Support Center (FCSC) at USC Leonard Davis School of Gerontology has placed a high priority on providing support across the continuum of caregiving, including diagnosis, prognosis, and services that help maintain the care recipient's independence and abilities, helping caregivers care for themselves, and manage their own well-being. Supportive services include information, assessment, individual consultations, respite, education, and training.
- [USC Verdugo Hills Hospital](#) - USC Verdugo Hills Hospital offers outpatient resources for older adults and caregivers including cardiac, physical, occupational, and speech rehabilitation services; many of these programs can continue without medical orders for nominal fees. Complementary events and educational programs are offered by the hospital, including specialized information and assistance focused on community resources and support.

► Child Care Services

- On-site Childcare Centers at [UPC](#) and [HSC](#) - USC offers childcare programs at both UPC and HSC, in centers operated by Bright Horizons. Onsite childcare centers are available for ages 6 weeks through 5 years.
 - To reach the UPC childcare center, please call (213) 821-9571.
 - To reach the HSC childcare center, please call (323) 405-6400.
- [Bright Horizons Enhanced Family Services](#) - Additional family support services through back- up care include tutoring online and in-person for kids and teens, pet care, housekeeping assistance and nanny services.

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- Tutoring - Get personalized support in a wide variety of subjects — for academics, test prep, and more. Booking tutoring sessions is easy and affordable.
 - Pet-Care - When business trips come up, Fido keeps making an appearance on work video calls, or you need someone to care for your cat during the workday, the pet care benefit can be a great resource.
 - Housekeeping - Finding care for your home is deeply personal. Sittercity, a free membership through back -up care, has helped families make important connections and allows them to be in control of deciding who's right for their family. Sittercity has been a leader in Trust and Safety, having developed processes and tools to help their community make decisions with greater confidence.
 - Nanny Care - SitterCity has extensive network of caregivers. Find an experienced full or part-time nanny, build your team of go-to sitters, and craft a childcare plan that works for your family. References, parent reviews and free basic background checks.

For more details please visit [My Bright Horizons | Benefits](#) for your work and family journey.

► **USC Summer Programs**

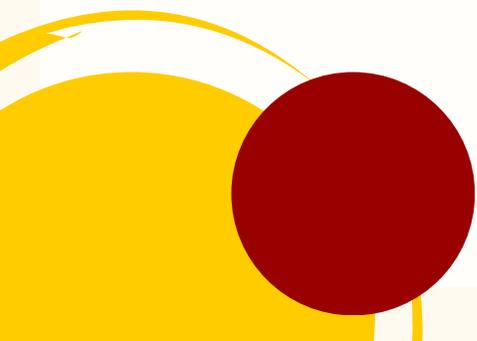
USC offers a wide variety of summer programs, providing unique opportunities for academic, athletic, and personal development.

- [Viterbi Summer Programs](#): USC Viterbi's K-12 outreach programs provide students with a chance to explore engineering and technology through interactive workshops, camps, and academic sessions.

- [USC Rec Sports Summer Youth Programs](#): USC Recreational Sports hosts After School Sports Connection (ASSC) during the academic year and Trojan Kids Camp (TKC) during the summer. Trojan Kids Camp (TKC) is a sports and academic day camp serving community youth ages 9-15.
- [Bright Horizons Summer Camp Offerings](#): Bright Horizons offers a range of summer camps. Employees will need to create an account and register to access these programs. Please note that eligibility is limited to certain groups (USC employees from community hospitals such as Arcadia, Verdugo Hills, and Alhambra are excluded). However, part-time faculty positions may be eligible. For more details, please check with Bright Horizons directly or reach out to Olivia at ortegasa@usc.edu.

▶ Additional Caregiving Resources

- [Family and dependent care resources](#) - USC provides a variety of family resources available on the Employee Gateway, designed to assist employees in managing caregiving responsibilities.



Lactation Accommodation Policy and Support

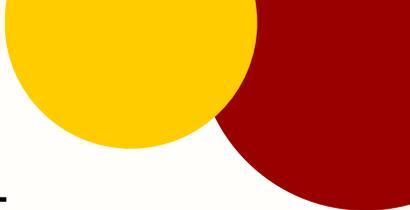
To foster work-life harmony, USC offers various resources to support parents upon returning to work. These resources are designed to make it easier for parents to balance their professional and personal responsibilities while ensuring the well-being of both themselves and their children.

For more detailed information, explore the resources below

- [Lactation Accommodations Policy](#) - The university demonstrates its support of working parents in many ways, including generous leave policies for new parents, subsidized childcare programs, and other policies and resources designed to enhance work-life balance throughout the life of a family. Accommodations are also provided to employees who wish to express breast milk when they return to work.
- [Lactation Room Story map](#) - This interactive story map, in collaboration with [USC's Office of Sustainability](#), [WorkWell Center's Healthy Campus](#), and [USC's Dornsife Spatial Sciences Institute](#), highlights lactation rooms across USC's UPC campus, improving visibility and access for nursing individuals.
- [Nurturing Together Program](#) - Benefits-eligible faculty and staff enrolled in the USC PPO or USC Trojan Care EPO medical plans can access Personify Health's Nurturing Together Program for free. Get one-on-one support from prenatal nurses for pregnancy care, newborn guidance, breastfeeding help, and more through pregnancy and six weeks postpartum.

Steps on how to get connected:

1. Call the number listed on the front of the insurance card: 1-855-727-5267 2.
 2. A case manager will answer, ask to be referred to Nurturing Together Program formally called Mommies 2-B. or the member can request a warm transfer.
 3. If there is no request for a warm transfer the Case Manager will collect the member's information and will refer it to a nurse on the team of Nurturing Together.
 4. Team member from the program will follow up with the member directly to provide next steps and support.
- Postpartum Community Group – USC staff & faculty are invited to build community around the postpartum experience and mental health. Together, we nourish that sense of belonging by sharing stories, wisdom, and resources related to pregnancy, postpartum mental health, return to work challenges, and lactation. This is a staff-organized group, and the gatherings are facilitated by USC staff member, Christine Dennis, Ph.D. The group meets monthly via zoom. Email Christine to be added to the invitation list (cdennis@usc.edu).



Work-Life Harmony Support

Balancing professional responsibilities with personal well-being can be challenging. Whether you're looking for mindfulness practices or tools to prevent burnout, the following resources are a great range of services designed to help you manage stress, prioritize self-care, and enhance your work-life harmony.

For more detailed information, explore the resources below.

- [USC Well-being Resources](#) - USC's Employee Gateway provides a range of support services to help faculty, and staff navigate the challenges of work-life balance, including mental health and wellness resources.
- [Family Leave/Time Off Policies](#) - USC provides numerous policies to support caregiving and other work-life related circumstances, such as parental leave and more.

The following websites offer a variety of valuable tools and resources to help individuals manage stress, prevent burnout, and maintain emotional well-being. From mindfulness practices to comprehensive wellness guides, each resource provides practical strategies for achieving work-life harmony and supporting mental health.

For more information, please visit the webpages linked:

- [The Calming Room](#) - A virtual space filled with soothing visuals, sounds, guided meditations, and breathing exercises to help you unwind and reset during stressful moments.
- [Self-Compassion](#) - Dr. Kristin Neff's official site, offering tools, guided practices, and research-based strategies to cultivate self-kindness and emotional resilience.

- [SAMHSA Wellness Guide](#) – A step-by-step guide from the Substance Abuse and Mental Health Services Administration (SAMHSA) with tips for creating healthy daily habits.
- [Cleveland Clinic](#) - What is Burnout - A straightforward overview of burnout symptoms, causes, and coping strategies from Adam Borland, a psychologist from Cleveland Clinic.
- [Harvard Business Review](#) - Beating Burnout - Research-backed article offering workplace-focused advice on recognizing, preventing, and recovering from burnout.
- [Mindful USC](#) - Mindful USC offers mindfulness-related classes, programming, and events designed to foster growth, health, wisdom, compassion, and connection within and among the diverse communities of USC.

The books listed below have been suggested by the Work-Life Harmony subcommittee and offer research-backed advice on managing stress and achieving a balanced life:

- [Burnout: The Secret to Unlocking the Stress Cycle](#) by Emily Nagoski and Amelia Nagoski
- [Do Nothing: How to Break Away from Overworking, Overdoing, and Underliving](#) by Celeste Headlee
- [Good Life Practice: A Quick Start Guide to Mindful Self-Regulation Paperback](#) by Dave Mochel
- [Managing Workplace Burnout: 7 Stress Relieving Steps to Recovery and Flourish from Toxic Workplaces](#) by Glenn Howell
- [The Myth of Normal: Trauma, Illness, and Healing in a Toxic Culture](#) by Gabor Mate
- [Burnout to Breakthrough: Building Resilience to Refuel, Recharge, and Reclaim What Matters](#) by Eileen McDargh

► Support for Healthcare Workers

- [Care for the Caregiver](#) – Keck Medicine of USC’s comprehensive approach to support our workforce.
 - Any Keck Medicine of USC healthcare worker can call (323) 865-9897 to receive free, informal telephone support. It is an opportunity to discuss stress you are feeling from working on the front lines, working remotely, juggling the demands of family and work, the loss of a loved one, and other topics. This is intended to provide empathy and guidance, not formal psychotherapy.
 - Questions or Suggestions? Email us at CareForTheCaregiver@med.usc.edu.
 - Speak to a Counselor? Call Monday through Friday, 8 am to 5pm, at (323) 865-9897. After hours calls will be returned the following business day

