

FSA Disability & Dependent Care Policy

In order to better address equity with respect to disability and dependent care, when an elected or appointed delegate is attending a convention, meeting, training, conference, or other relevant event on behalf of, or hosted by the FSA, the FSA will assist financially to alleviate the associated financial burden of care. Attendees who require someone to care for their child(ren) at home, or with them at the event (or nearby suitable location), as well as those who require a travel companion due to their own disability are eligible to receive financial assistance. Furthermore, those who require custodial elder care or adult care in their absence can also be assisted. Such costs that would normally occur had the delegate been at their workplace or the dependent care were provided by a spouse, partner, or other family member will not be reimbursed.

Eligible expenses for the budget related to self or childcare at events include:

- Third party dependent care services for the duration of the event
- Travel costs for a designated caregiver up to \$200.
- Per diem of \$60/day for the designated caregiver.

Eligible expenses for the budget related to dependant care at home (in delegate's absence) include:

- Third party dependent care services for the duration of the event

Appropriate receipts or confirmation of the expense is required. Any request for dependent or self-care other than those covered by this policy must be submitted in advance to the FSA Finance and Administration Committee for their approval.