

■ Tuition Support

The University waives 100 percent of the tuition fees for a qualifying staff member who takes courses for credit at the U of T, up to and including the Master's level, with some exceptions. For courses completed at another educational institution, 50 percent of the tuition fees may be reimbursed if the course is job-related.

For the dependents of administrative and technical staff members who are accepted for undergraduate studies at the U of T the University will waive the tuition fee. Students must meet the requirements for admission and follow the normal procedures for admission and registration before applying for a tuition waiver. Some exceptions apply.

In the case of dependents of faculty members, librarians and senior managers who are accepted for full time undergraduate studies at the U of T or at another recognized institution of post secondary education, the University will award a scholarship to eligible students. The scholarship value is one-half the amount of the Arts and Science tuition fee at the U of T in each year.

Details can be obtained from the Office of Admissions and Awards at (416) 978-7960 or from Human Resources Benefits Administration (416) 978-2015.

■ Faculty & Staff Housing Loan Program

To benefit employees who would like to purchase a home, the University of Toronto has established a loan program with the Canadian Imperial Bank of Commerce (CIBC). This program assists qualified faculty and staff in purchasing a house or condominium for use as their principal residence. For further information and to obtain a copy of the Housing Loan Policy and Application Form, please visit the website at www.finance.utoronto.ca/stafhous. The program co-ordinator can be reached at (416) 978-6923.

■ Counselling Services for Faculty and Staff

Staff have access to personal and career counselling through a variety of options as described below.

Employee Assistance Program (EAP)

In 2000, the University introduced an Employee Assistance Program (EAP) for all part-time and full-time employees who are eligible to participate in the U of T's group benefit programs and their dependents. It provides short-term confidential counselling for a broad range of personal and work related concerns such as stress, relationship issues, addictions, separation and divorce, parenting issues, balancing work and family and bereavement. It also offers access to specialized programs like the David Kelley Lesbian and Gay Community Counselling Program. Counselling is free for employees and members of their immediate families. The EAP is operated by an external provider, Family Services EAP. It observes absolute confidentiality with clients. For further information, contact (1-800) 668-9920 or check the web site at www.fseap.com.

Extended Health Care Psychological Service

Employees who subscribe to the Extended Health Plan benefit described above are eligible for limited coverage of psychological services provided by a registered psychologist. Contact Green Shield Canada at 1-888-711-1119 for a further description of this benefit.