The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The university also affirms its commitment to providing equal opportunities and equal access to university facilities. For additional information on nondiscrimination policies, contact the Director, Office of Institutional Equity, the University of Iowa, 202 Jessup Hall, Iowa City, IA 52242-1316, 319-335-0705, oie-ui@uiowa.edu.

FY23 EMERGENCY HARDSHIP FUND REPORT

The UI Emergency Hardship Fund for employees completed its second successful year. The fund is a collaboration between UI EAP and Family Services and support costs, of up to $1000, related to an unforeseen emergency event or crisis creating a financial hardship.

Eligibility requirements include:

- 50% or greater, regular faculty and staff
- Minimum 6 months continuous benefits-eligible employment
- Hardship event has occurred within 3 months of application
- Have an individual annual gross income <= $55,000 @ 100% FTE (increased from $50,000 in FY22)
- Have not received funds through UI Hardship Fund in past 5 years

Applications can be submitted online at any time. The Emergency Hardship Fund Awards Committee reviews applications and responds within 2 weeks. For more information visit the UI Emergency Hardship Fund website.

“Multiple emergencies in a 3-month period left me in no-pay status. This was an absolute Godsend! Thank you!”

“I am so very grateful for the funds that assisted in paying for my son’s funeral expenses. It made the process much easier and helped me and my family immensly.”

58 Recipients*

APPROVED FUNDING

The most common expenses awarded were loss of income, housing, and burial expenses for a loved one. *52 received funding in FY22.

96% IMPROVED WELL-BEING

96% of award recipients report that their well-being improved as a result of being awarded funds.

Support for Health Care Employees

Approved UI vs UIHC

<table>
<thead>
<tr>
<th></th>
<th>UI General</th>
<th>UI Healthcare</th>
<th>Total</th>
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<td>39</td>
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<tr>
<td><strong>UI Healthcare</strong></td>
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FY23 Emergency Hardship Fund Recipients