

NIH Workforce Resource Eligibility

This is an overview and not intended to replace guidance available within the specific resources listed. Employee eligibility can be subject to certain requirements such as manager approval. Please consult the specific resource if you are interested in participating.

Eligibility is not guaranteed and may be affected by updates to policies and programs, we will do our best to ensure accuracy as changes occur. If you believe that a portion of the NIH Workforce Resource Eligibility Matrix is inaccurate or requires an update please contact the Women's Employment Committee at edi.women@nih.gov.

Note that the NIH will continue to honor all current Collective Bargaining Agreements and will implement policies and programs consistent with the Agreements and its obligations under law, rule or regulation.

1. Child Care, Parenting, and Elder Care Resources

All Title 5 Employees (GS, WG, GP/GR Title 38), all Executives (SES and Top 5), all Title 42 employees (Undergrad Scholarship Program, Clinical and Research Fellows, Staff/Senior Clinicians/Scientists, SSO & SPL-2, Tenure Track and Tenured Investigators), the Commissioned Corps, and the Senior Biomedical Research Service are eligible for [resource and referral services](#), [family resources](#), [NIH child care centers](#), [NIH child care subsidy](#), [NIH back-up care](#), and the [nursing mothers program](#).

Trainees (Summer interns, IRTAs and CRTAs, Visiting Fellows) are only* eligible for [resource and referral services](#), [family resources](#), [NIH child care centers](#), and the [nursing mothers program](#). Visiting Fellows, IRTAs, and CRTAs are also eligible for [NIH back-up care](#).

Volunteers, Special Volunteers, Guest Researchers, and Contractors are only eligible for [resource and referral services](#), [family resources](#), and the [nursing mothers program](#).

2. Leave and Work Flexibility

All Title 5 Employees (GS, WG, GP/GR Title 38), all Executives (SES and Top 5), all Title 42 employees (Undergrad Scholarship Program, Clinical and Research Fellows, Staff/Senior Clinicians/Scientists, SSO and SPL-2, Tenure Track and Tenured Investigators), and Senior Biomedical Research Service employees are eligible for the [NIH Leave Bank](#), [Voluntary Leave Transfer Program](#), [sick leave for family care and bereavement](#), [telework](#), [alternative work schedules](#), and the [Family and Medical Leave Act](#).

Leave and work flexibility programs are **not** applicable for Trainees (Summer interns, IRTAs and CRTAs, Visiting Fellows), Volunteers, Special Volunteers, and Guest Researchers, but there may be individually determined flexibility at the supervisor's level in regards to [sick leave for family care and bereavement](#), [telework](#), [alternative work schedules](#), and the [Family and Medical Leave Act](#).

Commissioned Corps staff are only eligible for [sick leave for family care and bereavement](#) (per Corps Policy/Procedures), [telework](#), and [alternative work schedules](#).

Contractors are only eligible for [telework](#), [alternative work schedules](#), and the [Family and Medical Leave Act](#).

Only Tenure Track Investigators are eligible for [Stop the Clock](#).

Only IRTA and CRTA Post-Docs are eligible for [Keep the Thread](#).

3. Funding and Student Loans

Only the following workforce members are eligible for the [Intramural Loan Repayment Programs](#): All Title 5 Employees (GS, WG, GP/GR Title 38), Clinical and Research Fellows, Staff/Senior Clinician/Scientist, Tenure Track and Tenured Investigators, and Senior Biomedical Research Service.

Only the following workforce members are eligible for the [Student Loan Repayment Program](#): All Title 5 Employees (GS, WG, GP/GR Title 38), Executives (SES and Top 5), Clinical and Research Fellows, Staff/Senior Clinicians/Scientists, SSO and SPL-2, Tenure Track and Tenured Investigators, and Senior Biomedical Research Service.

4. Safety and Well-being

All workforce members are eligible for the [Employee Assistance Program](#) (Guest Researchers and Contractors are eligible for a one-time consult only), [Fitness and Well-being](#), and [NIH Civil Program](#).

5. Conflict Resolution and Complaints

All workforce members are eligible for [ombudsman services](#) and the [EEO complaint process](#) (Commissioned Corps eligible per Corps Policy/Procedures).

All Title 5 (GS, WG, GP/GR Title 38), Executive (SES and Top 5), and Title 42 (Undergrad Scholarship Program, Clinical or Research Fellow, Staff/Senior Clinician/Scientist, SSO or SPL-2, Tenure Track or Tenured Investigators) Bargaining Unit employees are eligible to utilize the [Negotiated Grievance Procedure](#).

All non-Bargaining Unit Title 5 (GS, WG, GP/GR Title 38), Executive (SES and Top 5), Title 42 (Undergrad Scholarship Program, Clinical or Research Fellow, Staff/Senior Clinician/Scientist, SSO or SPL-2, Tenure Track or Tenured Investigators), and Senior Biomedical Research Service employees are eligible to utilize [HHS Administrative Grievance](#).

6. Commuting and Parking

All workforce members except summer interns are eligible for [parking](#).

All workforce members except guest researchers and contractors are eligible for [Transhare](#).

All workforce members are eligible for [Rideshare](#); guest researchers and contractors can participate in the rideshare program with no subsidy.