Executive Summary:

- Thirty-three specific benefits offered to domestic partners of employees and students were compiled from websites of the “top 25” public universities (26 universities due to shared rank) and the University of Tennessee during January-February 2012.

- Benefits fell into six main categories—Health Benefits; Leave; Financial Assistance; Counseling; Insurance; and Campus Services.

- Universities offering the most benefits (out of 33) were: University of California--Berkeley (25); University of Wisconsin—Madison (25); and Purdue University (24).

- Checks in the summary table indicate that a university’s website specifically mentions domestic partnership benefits; additional benefits may be offered that could not be discerned from this website analysis.

- Benefits include a broad range of support and services, some of which are in the prevue of the state, and others that are implemented at the campus level.

- Some universities used terminology other than “domestic partner”, such as “Other Qualified Adult,” “Eligible Dependent,” and “Immediate Family Member.”

- Notably, The University of Florida, which shares state-wide social and political climates similar to The University of Tennessee, as well as a constitutional amendment (Florida Marriage Amendment 2, 2008), offers 15 of 33 benefits, including health care, leave, and campus services to both same- and opposite-gender partners.

[http://www.hr.ufl.edu/benefits/domesticpartner/default.asp]
AUTHORS' NOTE

This study evaluates the websites of the top public universities and the University of Tennessee for mention of domestic partnership benefits. The top universities used in this study were identified from the “Top Public Schools” listed in the 2011 U.S. News & World Report. Since two schools shared a position in the ranking, twenty-six universities were included in this study. Findings revealed that twenty-three universities (out of 26) offered some form of domestic partnership benefits for same-gender, and at times, opposite-gender unmarried employees and students. The study found that there are thirty-three specific types of benefits offered at these top universities, which fell into six main categories—Health Benefits, Financial Assistance, Leave, Insurance, Counseling, and Campus Services. Analysis of the websites for this report was conducted during January-February 2012.

Study of the web representation of domestic partnership benefits at the top public universities provides a benchmark for the University of Tennessee to analyze, emulate, and translate towards adoption and implementation of such efforts in our own academic environment. The best practices should go a long way in identifying and making similar concrete efforts at the University of Tennessee. It will show equitable support and acceptance of LGBT employees/students and their families and loved ones, similar to the support that is provided to heterosexual employees/students and their spouses and families.

A comparison of the University of Tennessee to the top public universities in terms of their web representation of domestic partnership benefits also highlights, and possibly provides directions, in response to the “VOL Vision 2015.” The “VOL Vision 2015” is a strategically focused document that is meant to help the University of Tennessee “ensure campus activities are planned so they support the five priorities in our Top 25 quest” (URL: http://www.utk.edu/tntoday/2010/08/25/vol-vision-2015-encompasses-top-25-strategic-plan/), namely to:

- Retain and graduate a diverse body of well-educated undergraduate students;
- Produce increasing numbers of diverse graduate students;
- Strengthen capacity and productivity in research, scholarship and creative activity;
- Attract and retain stellar faculty and staff; and
- Continually improve our resource base.
Implementation of some the domestic partnership benefits that our Top 25 quest are making will distinguish the University of Tennessee among other educational institutions by attracting the best students, faculty, and staff to our institution. It will add prestige and positive visibility in support of all forms of diversity and people at the University of Tennessee. Such efforts will also give impetus to investing companies and multinational corporations searching for progressive regions for economic investments.

In addition to providing an assessment of support for LGBT people at the top public universities that can inform decision-making, progressive legislative and policy development, and pro-active efforts in support of LGBT employees and students at the University of Tennessee, this study also explores a mixed-approach methodology to assess website design and development. Mixed-approach methods involved quantitative counts of select criteria and their representation on the websites of the top public universities; qualitative data were adopted in the content inclusion and analysis related to the criteria selected for assessment. This same approach was taken for a study conducted in the summer 2011 “A Website Evaluation of the Top 25 Public Universities in the United States to Assess their Support for Lesbian, Gay, Bisexual, and Transgender People” (Mehra, Braquet, and Fielden, under review). The final “product” that was developed included a checklist that shows a quantitative comparison of the domestic partnership benefit offerings at the top public universities and the University of Tennessee’s position in comparison to them.

Results show that the University of Tennessee represented two of the six criteria in terms of the main themes in domestic partnership benefits offered on various campuses. Within these six main themes, out of thirty-three specific criteria there were only three domestic partnership benefits offered at the University of Tennessee. This performance ranked the University of Tennessee as one of the lowest of those studied. Only University of Virginia, Clemson University, The College of William & Mary, and Texas A&M University offer fewer benefits than the University of Tennessee.

As this research shows, domestic partnership benefits should not be taken as a “blanket term” since there is a range of offerings within the category that can be implemented. There are many of the selected offerings that lie within the internal jurisdiction of the administration of the individual campuses and recognition of a range of domestic partnership benefits leaves room for: 1) Making progressive efforts in individual campus settings 2) Negotiating approval of some (if not all) benefits when seeking support of local political and administrative authorities.

Findings in this report are based solely on information found on the websites of the top public universities. The rich dataset representing the domestic partnership benefits found on the websites of the top public universities is only
indicative and representative of the type of examples provided; it should not be taken as all-encompassing and complete in its representation of all the elements provided. Follow-up research will involve establishing contacts with students, faculty, and staff at the top public universities to verify the accuracy, currency, and coverage extent of information presented on the websites of the selected institutions. Suggestions for interventions and concrete strategies at the University of Tennessee will be considered for implementation to insure that the University of Tennessee does not stray far behind the top public universities in terms of its domestic partnership benefit offerings and its support of LGBT faculty, staff, and students. The selection and representation of multiple criteria for assessment of domestic partnership benefits provides a strategic approach to gain support for LGBT people in future efforts at the University of Tennessee and other institutions embedded in conservative communities around the country.

Additionally, findings from this study will serve as an addendum to a resolution that is being developed by the University of Tennessee Faculty Senate’s Benefits and Professional Development Committee, to be submitted for approval by the Faculty Senate.

### Summary of Domestic Partnership Benefits at Top 25 Public Universities

<table>
<thead>
<tr>
<th>*Univ. Identification</th>
<th>UC--B</th>
<th>UC--LA</th>
<th>Virginia</th>
<th>Michigan</th>
<th>UNC-CH</th>
<th>W &amp; M</th>
<th>GaTech</th>
<th>UC-SD</th>
<th>UC--SB</th>
<th>UC-I</th>
<th>Washington</th>
<th>UT Austin</th>
<th>Wisconsin</th>
<th>Penn State</th>
<th>UI-UC</th>
<th>Florida</th>
<th>Ohio State</th>
<th>Purdue</th>
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<th>Clemson</th>
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<td>Child(ren)</td>
<td>2.3 Sick leave</td>
<td>2.4 Bereavement leave</td>
<td>2.5 Bereavement leave (child)</td>
<td>2.6 Parental leave (adoption/birth)</td>
<td>3. Financial Assistance</td>
<td>3.1 Financial planning assistance</td>
<td>3.2 Tuition partner</td>
<td>3.3 Tuition partner’s child</td>
<td>3.4 Discounts</td>
<td>3.5 Adoption assistance</td>
<td>3.6 Non-resident tuition remission</td>
<td>3.7 Dual career couple assistance program</td>
<td>4. Insurance</td>
<td>4.1 Accidental death and dismemberment insurance</td>
<td>4.2 Life insurance partner</td>
<td>4.3 Life insurance partner’s children</td>
<td>4.4 Long term care insurance</td>
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<td>5.3 EAP for partner’s child</td>
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| 6.1 Athletic department ticket|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
| 6.2 Recreation membership    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
| 6.3 Library privileges        |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
| 6.4 Child care                |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
| 6.5 University housing        |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
| 6.6 Legal assistance          |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
| Total out 33 criteria         | 25| 18| 10| 20| 7 | 8 | 21| 21| 18| 20| 22| 6 | 25| 12| 12| 15| 19| 24| 5 | 12| 0 | 0 | 12| 21| 10| 3 |    |
Top 25 Public Universities according to 2011 *U.S. News & World Report*

In order of 2011 ranking:

- **U--B** University of California—Berkeley
- **UC--LA** University of California—Los Angeles
- Virginia University of Virginia
- Michigan University of Michigan—Ann Arbor
- **UN--CH** University of North Carolina—Chapel Hill
- **W&M** College of William and Mary
- GaTech Georgia Institute of Technology
- **U--SD** University of California—San Diego
- **U--D** University of California—Davis
- **U--SB** University of California—Santa Barbara
- **U--I** University of California—Irvine
- Washington University of Washington
- **UT Austin** University of Texas—Austin
- Wisconsin University of Wisconsin—Madison
- Penn State Pennsylvania State University—University Park
- **UI--UC** University of Illinois—Urbana-Champaign
- Florida University of Florida
- Ohio State Ohio State University—Columbus
- Purdue Purdue University—West Lafayette
- Georgia University of Georgia
- Maryland University of Maryland—College Park
- **Texas A&M** Texas A&M University—College Station
- Clemson Clemson University
- Rutgers Rutgers, the State University of New Jersey—New Brunswick
- Minnesota University of Minnesota—Twin Cities
- Pittsburgh University of Pittsburgh
LIST OF VARIABLES ASSOCIATED WITH DOMESTIC PARTNERSHIP BENEFITS

1. HEALTH CARE
   1.1 Medical
   1.2 Vision
   1.3 Dental
   1.4 Medical, vision, dental: Child
   1.5 Flexible spending accounts
   1.6 Student health services

2. LEAVE
   2.1 Family medical leave (state/university)
   2.2 FML partner’s child(ren)
   2.3 Sick leave
   2.4 Funeral or bereavement leave
   2.5 Funeral or bereavement leave (child)
   2.6 Parental leave (adoption/birth)

3. FINANCIAL ASSISTANCE
   3.1 Financial planning assistance
   3.2 Tuition partner
   3.3 Tuition partner’s child
   3.4 Discounts
   3.5 Adoption assistance
   3.6 Non-resident tuition remission
   3.7 Dual career couple assistance program

4. INSURANCE
   4.1 Accidental death and dismemberment insurance
   4.2 Life insurance partner
   4.3 Life insurance partner’s children
   4.4 Long term care insurance
4.5 Student health insurance program

5. COUNSELING
   5.1 Couples counseling
   5.2 Employee assistance programs (EAPs)
   5.3 EAP for partner’s child

6. CAMPUS SERVICES
   6.1 Athletic department ticket
   6.2 Recreation membership
   6.3 Library privileges
   6.4 Child care
   6.5 University housing
   6.6 Legal assistance
University of California—Berkeley

Domestic Partner Page: http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Domestic Partner Declaration Form: http://atyourservice.ucop.edu/forms_pubs/forms_worksheets/uben250.pdf

Health Care

Health/Vision/Dental Benefits: In addition to yourself, you may enroll only one eligible adult family member in your UC-sponsored plans: A legal spouse, or A domestic partner.
http://atyourservice.ucop.edu/forms_pubs/misc/ygip_current.pdf

Health/Vision/Dental for children: You may enroll your same-sex spouse’s or domestic partner’s child or grandchild even if you do not enroll your partner; however, your spouse or partner must be eligible for UC-sponsored coverage.
http://atyourservice.ucop.edu/forms_pubs/misc/ygip_current.pdf

Flexible Spending Account: A domestic partner or domestic partner’s children, or a legal spouse who does not meet the federal law definition of “spouse” if claimed as a tax dependent on your federal tax return.
http://atyourservice.ucop.edu/forms_pubs/spd/hcraspd.pdf

Student Health Services: Spouses and domestic partners may use University Health Services on a fee-for-service basis
http://geneq.berkeley.edu/lgbt_resources_domestic_partnerships

Leave

Sick Leave: Accrued sick leave may be used for care of a parent, spouse, domestic partner, child, grandparent, grandchild, sibling, in-law or step-relative in any one of these relationships, or any member of your household.
U/SFMLA: Medical Leave may also be taken to care for a domestic partner or the child of a domestic partner.  
http://uhs.berkeley.edu/worklife/policy.shtml

Bereavement Leave: A leave of absence with pay of up to three (3) days may be granted in the event of a death in the immediate family of an employee. The immediate family shall include an employee's parents, spouse, siblings, children, or any other person residing in the household of the employee.  
http://hrweb.berkeley.edu/labor/contracts/GS/leaves

Parental Leave: Not Specified.

Financial Assistance

Financial Planning Assistance: Not Specified.

Tuition: Not offered to spouses or partners.

Tuition Partner’s Child: Not offered to spouses or partners.

Discounts: Not Specified.

Adoption Assistance: Not Specified.

Non-resident Tuition: Faculty (dependent children, spouse, registered domestic partner) To the extent that University funds are available, a student who is the unmarried, dependent child under the age of 21, or the spouse, registered domestic partner, of a University Of California faculty member who is a member of the Academic Senate

Dual Career: In an effort to recruit and retain the highest quality tenure-track faculty, UC Berkeley offers a number of services that address the career needs of accompanying partners and spouses.  
http://calcierge.berkeley.edu/dual-career-services.html

Insurance

AD&D:  
http://hrweb.berkeley.edu/benefits/eligibility/understanding/family-members
Life Insurance: http://hrweb.berkeley.edu/benefits/eligibility/understanding/family-members

Life Insurance Child: http://hrweb.berkeley.edu/benefits/eligibility/understanding/family-members

Long Term Care Insurance: Not Specified.

Student Health Insurance Program: a dependent plan option for children and spouses/domestic partners of students enrolled in UC SHIP. Also, see Insurance for Dependents for additional information and resources. http://uhs.berkeley.edu/students/insurance/SHIPFAQs.shtml#what

Counseling
Couples Counseling: One person must be a registered student to be eligible for counseling. http://geneq.berkeley.edu/lgbt_resources_domestic_partnerships

Employee Assistance Program: CARE Services is available to UC Berkeley faculty, staff, visiting scholars, post-doctoral appointees, and their partners/spouses and family dependents. http://uhs.berkeley.edu/facstaff/care/

Employee Assistance Program for children: CARE Services is available to UC Berkeley faculty, staff, visiting scholars, post-doctoral appointees, and their partners/spouses and family dependents. http://uhs.berkeley.edu/facstaff/care/

Campus Services
Athletics: Married/domestic partners of each Student Season Ticket holder are eligible to purchase a second ticket at $97 with valid legal documentation. Please apply in person at the Athletic Ticket Office. http://www.calbears.com/tickets/08-footbl-tix.html

RSF Memberships: Spouses and domestic partners of Berkeley students qualify for special rates if the student purchases a membership. http://geneq.berkeley.edu/lgbt_resources_domestic_partnerships

Child Care: Not Specified.
Library: Spouses and domestic partners have borrowing privileges. http://www.lib.berkeley.edu/services/borrowing.html

Campus Family Housing: The University offers apartments for married, single-parent, and domestic partner student families
http://www.housing.berkeley.edu/livingatcal/studentsfamilies.html

Legal Assistance: Provides basic legal assistance for preventive, domestic, consumer and limited defensive legal services. http://atyourservice.ucop.edu/forms_pubs/misc/ygip_current.pdf
University of California—Los Angeles

Domestic Partner Page: http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Domestic Partner Declaration Form: http://atyourservice.ucop.edu/forms_pubs/forms_worksheets/uben250.pdf

Health Care

Health/Vision/Dental Benefits: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal.
http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Health/Vision/Dental for children: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal.
http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Flexible Spending Account: Employees may also be able to use dependent care and health flexible spending accounts to reimburse eligible expenses incurred by a partner and/or a partner’s child or grandchild.
http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Student Health Services: Not Specified.

Leave

Sick Leave: If taking care of an ill child, parent, spouse, or domestic partner, up to the amount of sick leave accrued in a six-month period may be designated as Kin Care leave in a calendar year.
http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/spp2210_absence.pdf
U/SFMLA: An eligible employee is entitled to Family and Medical Leave when the employee’s assistance is required to care for a spouse, domestic partner, child, or parent with a serious health condition as defined in Section III.D.4.a. Bereavement Leave: In the event of the death of an employee’s family member or of a person residing in the employee’s home, the employee may take up to ten (10) days of accrued sick leave. http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/spp2210_absence.pdf Parental Leave: Not Specified.

Financial Assistance

Financial Planning Assistance: Not Offered.
Tuition: Not Offered.
Tuition Partner’s Child: Not Offered.
Discounts: Not Specified.
Adoption Assistance: Not Offered.
Non-resident Tuition: Students may be entitled to resident classification if they are an unmarried dependent child, spouse, or registered domestic partner of a full-time University employee whose assignment is outside California (e.g., Los Alamos Scientific Laboratory or University of California Washington, DC, Center). Their parent’s, spouse’s, or registered domestic partner’s employment status with the University must be ascertained each term.
Dual Career: Not Specified.

Insurance

AD&D: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf
Life Insurance: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Life Insurance Child: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Long Term Care Insurance: Not Offered.

Student Health Insurance Program: Offered to Domestic Partners. http://www.studenthealth.ucla.edu/_doc/GraduateDependentEnrollmentForm.pdf

Counseling
Couples Counseling: Not Specified.
Employee Assistance Program: Not Offered.
Employee Assistance Program for children: Not Offered.

Campus Services
Athletics: Not Specified.
Child Care: Not Specified.
Library: Not Offered.
Campus Family Housing: Student family housing is reserved for married students, single parents, domestic partners, and families only. To be eligible, applicants must be full-time UCLA undergraduate students, graduate students, or
postdoctoral appointees at the time of move-in (Postdoctoral appointees have the lowest priority).
http://map.ais.ucla.edu/go/1000089

Legal Assistance: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf
Domestic Partner Page: None.

Domestic Partner Declaration Form: None.

RSF Memberships: Current full-time students, as well as faculty and staff members who are eligible for University benefits, will be able to sponsor one adult (18 years or older) who resides in the same household for a University Recreation membership. All other existing policies related to membership, including family membership, remain unchanged. http://www.virginia.edu/ims/membership/eligibility.php
Health Care

Health/Vision/Dental Benefits: If you do not already cover a spouse in your U-M benefits plans you may enroll one Other Qualified Adult (OQA) for benefit coverage if all of the following eligibility criteria are met: You are eligible for U-M benefits; and The OQA, at the time of your requested enrollment, shares a primary residence with you and has done so for the previous 6 continuous months, other than as your employee or tenant.

Health/Vision/Dental for children: In addition to coverage for an OQA, you may also elect coverage for the eligible child(ren) of an OQA. The dependent children of an OQA are eligible for coverage through the end of the month they turn age 26.

Flexible Spending Account: Not Offered.
Student Health Services: Not Specified.

Leave

Sick Leave: Available short term sick time pay may be used to care for a family member whose condition meets any of the circumstances described above. “Family member” is defined as the staff member’s spouse or other qualified adult; the child, sibling, parent, grandparent, or other related individual whose care is the responsibility of the staff member, spouse, or other qualified adult.
http://spg.umich.edu/pdf/201.11-0.pdf

U/SFMLA: Not Offered.
Bereavement Leave: The immediate family consists of an employee's spouse or other qualified adult; the son, daughter, parent, grandparent, grandchild, brother, sister (or the spouse of any of them), of either the employee, the employee’s spouse, the other qualified adult or any other related person living in the employee’s household
http://spg.umich.edu/pdf/201.03.pdf

Parental Leave: Not Specified.

**Financial Assistance**

Financial Planning Assistance: Not Specified.

Tuition: Not Specified.

Tuition Partner’s Child: Not Specified.

Discounts: Not Specified.

Adoption Assistance: Not Specified.

Non-resident Tuition: Not Specified.

Dual Career: the resources provided on this site are designed to assist the partners of U-M faculty or staff members with a variety of job search resources.
http://www.hr.umich.edu/empserv/dual/index.html

**Insurance**

AD&D: Not Specified.

Life Insurance: http://www.benefits.umich.edu/eligibility/oqa.html

Life Insurance Child: http://www.benefits.umich.edu/eligibility/oqa.html
Long Term Care Insurance: http://www.benefits.umich.edu/eligibility/oqa.html

Student Health Insurance Program: Eligible spouses, unmarried domestic partners of any gender and children of all the groups listed above
http://www.uhs.umich.edu/msa#eligibility

Counseling

Couples Counseling: Couples counseling is provided for any couple with at least one enrolled University of Michigan student and who might be dealing with concerns and difficulties within the relationship.
http://www.umich.edu/~caps/counseling.html

Employee Assistance Program: Short-term counseling services to all staff, faculty, and their immediate family members on personal, emotional, family and workplace issues
http://www.umich.edu/~fasap/about/index.html

Employee Assistance Program for children: Short-term counseling services to all staff, faculty, and their immediate family members on personal, emotional, family and workplace issues
http://www.umich.edu/~fasap/about/index.html

Campus Services

Athletics: Not Specified.

RSF Memberships: Sponsored Adult/Partner
http://www.recsports.umich.edu/members/fees.html

Child Care: Not Specified.

Library: If you are a U-M faculty or staff member, you may request a library card for your spouse or significant other. The employee must have a faculty level position or a permanent regular staff appointment.
http://www.lib.umich.edu/borrowing-and-circulation/borrowing-privileges-u-m-community#spouse
Campus Family Housing*: We recognize that "family" sometimes goes beyond traditional definitions. For this reason, immediate family members of the housing contract holder may also qualify as household members. All qualified household members must be included on the contract and are entitled to the same access to most family programs, services and facilities. Verification of relationship is required. Immediate family members can be defined as: A spouse/domestic partner, etc.
http://www.housing.umich.edu/applications/students-with-families

Legal Assistance: http://www.benefits.umich.edu/eligibility/oqa.html
Health Care
Health/Vision/Dental Benefits: The University provides dental, group term life and accidental death and dismemberment insurance for domestic partners of faculty and staff.
http://hr.unc.edu/benefits/BENEFITS_ENROLLMENT

Health/Vision/Dental for children:

Flexible Spending Account:

Student Health Services: A spouse or domestic partner of a student may be seen at Campus Health Services.
http://campushealth.unc.edu/charges-and-insurance/eligibility/spouse-or-domestic-partner-care.html

Leave
Sick Leave: Not Offered.

U/SFMLA: Not Offered.
Bereavement Leave: Not Offered.
Parental Leave: Not Offered.

Financial Assistance
Financial Planning Assistance: Not Offered.

Tuition: Not Offered.

Tuition Partner’s Child: Not Offered.

Discounts: Not Specified.

Adoption Assistance: Not Specified.

Non-resident Tuition: Not Offered.

Dual Career: For purposes of this program, the term "recruited faculty appointee" refers to the individual being recruited and for whom there is an academic spousal appointment assistance issue. "Accompanying academic spouse" refers to a person with appropriate faculty academic credentials who is a qualifying spouse or domestic partner.
http://hr.unc.edu/policies-procedures-guidelines/spa-employee-policies/recruitment-and-selection/CCM1_017134

**Insurance**

AD&D: The University provides dental, group term life and accidental death and dismemberment insurance for domestic partners of faculty and staff.
http://hr.unc.edu/benefits/BENEFITS_ENROLLMENT

Life Insurance: The University provides dental, group term life and accidental death and dismemberment insurance for domestic partners of faculty and staff.
http://hr.unc.edu/benefits/BENEFITS_ENROLLMENT

Life Insurance Child: Not Specified.

Long Term Care Insurance: Not Offered.

Student Health Insurance Program: UNC-Chapel Hill offers undergraduate and graduate students equal opportunity to purchase Student Health Insurance for their same-sex partner as well as access to on campus family housing.
**Counseling**

Couples Counseling: Not Offered.

Employee Assistance Program: Not Offered.

Employee Assistance Program for children: Not Offered.

**Campus Services**

Athletics: Not Specified.

RSF Memberships:
Membership is available to spouses or domestic partners of eligible employees and currently enrolled fulltime students. Spouses or Domestic Partners must be at least 18 years old. The employee is not required to purchase their own membership in order to sponsor his/her spouse/domestic partner for membership. Campus Recreation reserves the right to request supporting evidence of all spouse/domestic partner memberships – refer to section V.

http://campusrec.unc.edu/sites/campusrec.unc.edu/files/rec_membership.pdf

Child Care: Not Specified.

Library: Not Offered.

Campus Family Housing: Not Specified.

Legal Assistance: Not Specified.
The College of William & Mary

No benefits found.
Health Care

Health/Vision/Dental Benefits: If you are enrolling a domestic partner under the CompBenefits Humana Dental Access, CompBenefits Humana Dental PPO Plan, United Healthcare Vision Plan, or the Unum Supplemental Spouse Life and AD&D Insurance you must apply for domestic partner benefits, the employee and domestic partner must submit a “Declaration of Domestic Partnership” and two (2) forms of approved documentation to substantiate the partnership to the Benefits Team fax at 404-894-6978.

Insurance

AD&D: If you are enrolling a domestic partner under the CompBenefits Humana Dental Access, CompBenefits Humana Dental PPO Plan, United Healthcare Vision Plan, or the Unum Supplemental Spouse Life and AD&D Insurance you must apply for domestic partner benefits, the employee and domestic partner must submit a “Declaration of Domestic Partnership” and two (2) forms of approved documentation to substantiate the partnership to the Benefits Team fax at 404-894-6978.

Life Insurance: If you are enrolling a domestic partner under the CompBenefits Humana Dental Access, CompBenefits Humana Dental PPO Plan, United Healthcare Vision Plan, or the Unum Supplemental Spouse Life and AD&D Insurance you must apply for domestic partner benefits, the employee and domestic partner must submit a “Declaration of Domestic Partnership” and two (2) forms of approved documentation to substantiate the partnership to the Benefits Team fax at 404-894-6978.

Student Health Insurance Program: Mandatory and Voluntary students must go to the P&P website and add their spouse/dependents through the online enrollment. There is a 30 day open enrollment period at the start of each semester to enroll for the student insurance coverage to enroll for the voluntary plan or for mandatory students to add
spouse/domestic partner/dependents.
http://www.health.gatech.edu/finance/Pages/insurance.aspx

**Campus Services**

RSF Memberships: http://www.diversityprograms.gatech.edu/plugins/content/index.php?id=101
Library: http://www.library.gatech.edu/services/borrow/family.php
Campus Family Housing: http://www.diversityprograms.gatech.edu/plugins/content/index.php?id=101
University of California—San Diego

Domestic Partner Page: http://blink.ucsd.edu/HR/benefits/insurance/domestic.html

Domestic Partner Declaration Form: http://atyourservice.ucop.edu/forms_pubs/forms_worksheets/uben250.pdf

Health Care

Health/Vision/Dental Benefits: Same-sex and some opposite-sex domestic partners—and/or a partner's child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal coverage. Employees may also be able to use flexible dependent care and health care spending accounts to reimburse eligible expenses incurred by a partner and/or a partner's child or grandchild. http://atyourservice.ucop.edu/forms_pubs/checklists_factsheets/grp_ins_ret.pdf

Health/Vision/Dental for children: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal coverage. Employees may also be able to use flexible dependent care and health care spending accounts to reimburse eligible expenses incurred by a partner and/or a partner’s child or grandchild. http://atyourservice.ucop.edu/forms_pubs/checklists_factsheets/grp_ins_ret.pdf

Flexible Spending Account: A domestic partner or domestic partner’s children, or a legal spouse who does not meet the federal law definition of "spouse" if claimed as a tax dependent on your federal tax return.
http://atyourservice.ucop.edu/forms_pubs/spd/hcraspd.pdf

Student Health Services: Not Specified.

Leave

Sick Leave: University policies permit employees to use sick leave in case of the illness or death of a domestic partner or partner’s child. Family and medical leave may also be used in case of a partner’s serious health condition.
U/SFMLA: University policies permit employees to use sick leave in case of the illness or death of a domestic partner or partner’s child. Family and medical leave may also be used in case of a partner’s serious health condition.

Bereavement Leave: An employee shall be permitted to use not more than 5 days of sick leave when that employee's absence is required due to the death of any of the persons listed in D.1. In addition, an employee shall be permitted to use not more than 5 days of sick leave in any calendar year for bereavement or funeral attendance due to the death of any other person. The employee shall provide prior notice to the immediate supervisor as to the need for and likely length of any such absence.
http://atyourbservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/spp42.html

Parental Leave: University policies permit employees to use sick leave in case of the illness or death of a domestic partner or partner’s child. Family and medical leave may also be used in case of a partner’s serious health condition.

Financial Assistance

Financial Planning Assistance: Not Specified.

Retirement: The University of California Retirement Plan (UCRP) provides monthly survivor benefits to eligible same-sex and opposite-sex domestic partners of UCRP members. In certain circumstances, a partner’s eligible child may also receive UCRP survivor benefits. To ensure survivor benefits for a domestic partner, employees should take action as soon as possible.

Tuition: Certificate and non-credit courses only. Career employees, faculty, and their spouses or domestic partners receive a 10% discount on UC San Diego Extension's educational programs, career training, career counseling, networking forums, and personal enrichment programs.
http://blink.ucsd.edu/HR/benefits/education/extension.html

Tuition Partner’s Child: Not Offered.

Discounts: Not Specified.

Adoption Assistance: Not Specified.

Non-resident Tuition: To the extent funds are available, if you are an unmarried dependent child under age 21, spouse, or registered domestic partner of a member of the University faculty who is a member of the Academic Senate, you may be
eligible for a waiver of the nonresident tuition fee. Confirmation of the faculty member's membership on the Academic Senate must be secured each term this waiver is granted.

You may be entitled to resident classification if you are a full-time University employee, or the unmarried dependent child, spouse, or registered domestic partner of a full-time University employee who is assigned to work outside of California (e.g., Los Alamos National Laboratory, UC Center in Washington, D.C.). A review will be conducted each term to verify continuation of the applicable status.
http://students.ucsd.edu/finances/fees/residence/exemptions.html

Dual Career: UC San Diego provides employment assistance to spouses or partners of staff and faculty members who are new or transferring employees.
http://blink.ucsd.edu/HR/services/new/relocation.html

**Insurance**

AD&D: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal coverage. Employees may also be able to use flexible dependent care and health care spending accounts to reimburse eligible expenses incurred by a partner and/or a partner’s child or grandchild.
http://atyourservice.ucop.edu/forms_pubs/checklists_factsheets/grp_ins_ret.pdf

Life Insurance: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal coverage. Employees may also be able to use flexible dependent care and health care spending accounts to reimburse eligible expenses incurred by a partner and/or a partner’s child or grandchild.
http://atyourservice.ucop.edu/forms_pubs/checklists_factsheets/grp_ins_ret.pdf

Life Insurance Child: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal coverage. Employees may also be able to use flexible dependent care and health care spending accounts to reimburse eligible expenses incurred by a partner and/or a partner’s child or grandchild.
http://atyourservice.ucop.edu/forms_pubs/checklists_factsheets/grp_ins_ret.pdf
Long Term Care Insurance: Not Offered.

Student Health Insurance Program: Domestic partner of student may enroll.
http://studenthealth.ucsd.edu/pdfdocs/gshipbenefitbook11_15_10.pdf

Counseling

Couples Counseling: Not Specified.

Employee Assistance Program: Not offered to spouses or partners.
http://blink.ucsd.edu/HR/services/support/counseling/

Employee Assistance Program for children: Not offered to spouses or partners children.
http://blink.ucsd.edu/HR/services/support/counseling/

Campus Services

Athletics: Not Specified.

RSF Memberships: Adult Family member of Rec Card holder - $95 / quarter
http://recreation.ucsd.edu/rec-card-memberships.html

Child Care: Not Specified.

Library: Immediate family of UC faculty and staff
http://libraries.ucsd.edu/services/borrowing/library-cards.html

Campus Family Housing: Spouses and partners are eligible to reside in the Mesa Residential, One Miramar Street, and Coast Apartments, upon submitting a valid marriage certificate or written documentation of any two of the following
http://hdh.ucsd.edu/arch/gradhousing.asp

Legal Assistance: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal coverage. Employees may also be able to use flexible dependent care and health care
spending accounts to reimburse eligible expenses incurred by a partner and/or a partner's child or grandchild.
http://atyourservice.ucop.edu/forms_pubs/checklists_factsheets/grp_ins_ret.pdf
Health Care

Health/Vision/Dental Benefits:
- Same-sex and some opposite-sex domestic partners—and/or a partner's child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. [http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf](http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf)

Health/Vision/Dental for children:
- Same-sex and some opposite-sex domestic partners—and/or a partner's child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. [http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf](http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf)

Flexible Spending Account: Employees may also be able to use dependent care and health flexible spending accounts to reimburse eligible expenses incurred by a partner and/or a partner's child or grandchild. [http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf](http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf)

Student Health Services: Not Specified.

Leave

Sick Leave: If taking care of an ill child, parent, spouse, or domestic partner, up to the amount of sick leave accrued in a six-month period may be designated as Kin Care leave in a calendar year. [http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/spp2210_absence.pdf](http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/spp2210_absence.pdf)

U/SFMLA: An eligible employee is entitled to Family and Medical Leave when the employee's assistance is required to care for a spouse, domestic partner, child, or parent with a serious health condition as defined in Section III.D.4.a.
Bereavement Leave: In the event of the death of an employee’s family member or of a person residing in the employee’s home, the employee may take up to ten (10) days of accrued sick leave. 
http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/spp2210_absence.pdf

Parental Leave: Not Specified.

Financial Assistance

Financial Planning Assistance: Not Specified.

Tuition: Not Offered.

Tuition Partner’s Child: Not Offered.

Discounts: Not Specified.

Adoption Assistance: Not Specified.

Non-resident Tuition: Spouse, Registered Domestic Partner, or Other Dependents of Military Personnel. You are exempt from payment of the nonresident tuition fee if you are a spouse, a registered domestic partner, a natural or adopted child or stepchild who is a dependent of a member of the U.S. military stationed in California on active duty. 
[http://registrar.ucdavis.edu/ucdwebcatalog/appendix/residency.html]

Dual Career: The program helps prospective appointees, generally faculty or senior managers, who are part of a dual career couple that require partner/spouse employment in order for them to accept a position with UC Davis. 
http://www.hr.ucdavis.edu/supervisor/recruitments/recruitment-resources/pop-new-version/?searchterm=dual%20career

Insurance

AD&D: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf
Life Insurance: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Life Insurance Child: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Long Term Care Insurance: Not Offered.

Student Health Insurance Program: Undergraduate, Graduate and professional students who are enrolled in UC SHIP have the option to enroll eligible dependents in a voluntary plan. The following types of dependents may enroll: Spouse: Legally married spouse of the student; Same-Sex Domestic Partner, etc. http://shcs.ucdavis.edu/insurance/dependents.html

Counseling
Couples Counseling: Not Specified.

Employee Assistance Program: The Academic & Staff Assistance Program (ASAP) offers confidential, cost free assessment, intervention, consultation and referral services to all UCD faculty, staff and their immediate families.

Employee Assistance Program for children: The Academic & Staff Assistance Program (ASAP) offers confidential, cost free assessment, intervention, consultation and referral services to all UCD faculty, staff and their immediate families.

Campus Services
Athletics: Not Specified.

RSF Memberships: Enjoy the region's premier full-service fitness facility – convenient, affordable, and well-equipped. Membership to the Activities & Recreation Center (ARC) is available at affordable rates for faculty, staff, alumni, retirees,
family members, student affiliates (including UC Davis Extension) and community members.* (Current UC Davis students may enjoy the ARC at no charge.)
http://campusrecreation.ucdavis.edu/cms/internal.aspx?uid=c7bdd950-0ca4-4446-8adc-404445bc8d5a

Child Care: Not Specified.

Library: Not Specified.

Campus Family Housing: Students who are married or are in domestic partnerships, and students with children may apply to live in campus apartments; however, they are not eligible to live in the residence halls, SSA, or cooperatives.
http://housing.ucdavis.edu/prospective/housing_options_eligibility.asp

Legal Assistance: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal coverage. Employees may also be able to use flexible dependent care and health care spending accounts to reimburse eligible expenses incurred by a partner and/or a partner’s child or grandchild.
http://atyourservice.ucop.edu/forms_pubs/checklists_factsheets/grp_ins_ret.pdf
University of California—Santa Barbara

Domestic Partner Page: http://blink.ucsd.edu/HR/benefits/insurance/domestic.html

Domestic Partner Declaration Form: http://atyourservice.ucop.edu/forms_pubs/forms_worksheets/uben250.pdf

Health Care

Health/Vision/Dental Benefits: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or
grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life,
accidental death and dismemberment, and legal.
http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Health/Vision/Dental for children: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or
grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life,
accidental death and dismemberment, and legal.
http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Flexible Spending Account: Employees may also be able to use dependent care and health flexible spending accounts to
reimburse eligible expenses incurred by a partner and/or a partner’s child or grandchild.
http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Student Health Services: Not Specified.

Leave

Sick Leave: A family member is defined as the employee's spouse/domestic partner, parent, child, sibling, grandparent or
grandchild; in-laws and step-relatives in these relationships; and other persons residing in the employee's household
where there is a personal obligation.
U/SFMLA: The serious health condition of the employee’s child, spouse (domestic partner – see applicable contract or policy) or parent.

Bereavement Leave: An employee shall be permitted to use not more than 5 days of sick leave when that employee’s absence is required due to the death of any of the persons listed in D.1. In addition, an employee shall be permitted to use not more than 5 days of sick leave in any calendar year for bereavement or funeral attendance due to the death of any other person. The employee shall provide prior notice to the immediate supervisor as to the need for and likely length of any such absence.
http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/spp42.html

Parental Leave: Not Specified.

Financial Assistance

Financial Planning Assistance: Not Specified.

Tuition: Not Offered.

Tuition Partner’s Child: Not Offered.

Discounts: Not Specified.

Adoption Assistance: Not Offered.

Non-resident Tuition: Dependent Child, Spouse, or Registered Domestic Partner of a Military Member (State Law)--A student who is a dependent natural or adopted child, stepchild, spouse or registered domestic partner of a member of the armed forces of the United States who is stationed in CA on active duty is entitled to a resident classification.
http://registrar.sa.ucsb.edu/military-mem.htm

Dual Career: Work/Life Office will offer Dual Career Services to assist new, relocating faculty, academic, and staff hires with employment services for their accompanying spouses/domestic partners.
Insurance

AD&D: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Life Insurance: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Life Insurance Child: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Long Term Care Insurance: Not Specified.

Student Health Insurance Program: Dependents include a spouse, same-sex domestic partner or opposite-sex domestic partner if one or both partners are age 62 or over and eligible for Social Security benefits based on age. Natural born or adopted children up to age 26, or foster children up to age 18 of the student or adult dependent are eligible for enrollment. An unmarried adult child over the age of 26 may be eligible if the child is chiefly dependent on the student, spouse or domestic partner for support and is incapable of sustaining employment due to a physical or mental condition. http://studenthealth.sa.ucsb.edu/Parents/studentswithdependents.aspx

Counseling

Couples Counseling: Not Offered.

Employee Assistance Program: Not Offered.

Employee Assistance Program for children: Not Offered.

Campus Services
Athletics: Not Offered.

RSF Memberships: **Definition/Qualifications for Sponsored Memberships: To purchase you must be the spouse of a faculty/staff Rec Cen Member or the Domestic Partner of a faculty/staff Rec Cen Member or registered UCSB Student. Must show proof of California Domestic Partner Registration.
http://recreation.sa.ucsb.edu/recreationcenter/memberships.aspx

Child Care: Not Specified.

Library: Not Offered. Proxy borrowing privileges may not be assigned to spouses, domestic partners, children, or friends.
http://www.library.ucsb.edu/services/library-cards

Campus Family Housing: A "family" is defined as an established long-term relationship with an exclusive mutual commitment in which members share the necessities of life and on-going responsibility for their common welfare. Eligible family members include: Your child(ren), Your spouse, Your domestic partner, Your family member approved to be eligible by Apartment Assignment Services
http://www.housing.ucsb.edu/hchoices/fsh-general-info.htm

Legal Assistance: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal.
http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf
University of California—Irvine

Domestic Partner Page: http://blink.ucsd.edu/HR/benefits/insurance/domestic.html

Domestic Partner Declaration Form: http://atyourservice.ucop.edu/forms_pubs/forms_worksheets/uben250.pdf

Health Care

Health/Vision/Dental Benefits: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal.
http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Health/Vision/Dental for children: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal.
http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Flexible Spending Account:
Employees may also be able to use dependent care and health flexible spending accounts to reimburse eligible expenses incurred by a partner and/or a partner’s child or grandchild.
http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Student Health Services: Not Specified.

Leave

Sick Leave: A family member or member of your household is ill
http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/spp2210_absence.pdf

U/SFMLA: An eligible employee is entitled to Family and Medical Leave when the employee’s assistance is required to care for a spouse, domestic partner, child, or parent with a serious health condition as defined in Section III.D.4.a.
http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/spp2210_absence.pdf
Bereavement Leave: An employee shall be permitted to use not more than 5 days of sick leave when that employee's absence is required due to the death of any of the persons listed in D.1. In addition, an employee shall be permitted to use not more than 5 days of sick leave in any calendar year for bereavement or funeral attendance due to the death of any other person. The employee shall provide prior notice to the immediate supervisor as to the need for and likely length of any such absence.

http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/spp42.html

Parental Leave: Not Specified.

**Financial Assistance**

Financial Planning Assistance: Not Specified.

Tuition: Not Offered.

Tuition Partner's Child: Not Offered.

Discounts: Not Specified.

Adoption Assistance: Not Offered.

Non-resident Tuition: Faculty (dependent children, spouse, registered domestic partner)
To the extent that University funds are available, a student who is the unmarried, dependent child under the age of 21, or the spouse, registered domestic partner, of a University Of California faculty member who is a member of the Academic Senate. http://www.reg.uci.edu/residency/exemptions.html

Dual Career: Academic units may request FTE for Ladder-Rank Faculty Appointments or Interim Funding Assistance from the Office of Academic Affairs to support the transitional employment needs of academically qualified spouses/partners of new ladder-rank faculty at UCI. http://advance.uci.edu/media/brochures/Brochure_FWLBCPP08_CareerPartners.pdf
Insurance

AD&D: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Life Insurance: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Life Insurance Child: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf

Long Term Care Insurance: Not Offered.

Student Health Insurance Program: UC Irvine Student Health Center is proud to announce our participation in the 2011-12 University of California Student Health Insurance Plan (UC SHIP), a system-wide insurance plan covering more than 130,000 University of California students. This new plan enhances the already outstanding student health benefits offered at UC Irvine by reducing out-of-pocket costs, providing a dependent plan option for children and spouses/domestic partners of enrolled students, and creating administrative efficiencies for the University of California system. http://www.shs.uci.edu/health_insurance_privacy/insurance.aspx

Counseling

Couples Counseling: There are occasions when a UC Irvine student comes in with an issue that involves their relationship with a spouse/partner or family member(s). In these situations, you and your therapist will assess the appropriateness of involving other parties in the therapy process. http://www.counseling.uci.edu/students/counselingservices.aspx

Employee Assistance Program: Not Offered.

Employee Assistance Program for children: Not Offered.
**Campus Services**

Athletics: Not Specified.


Child Care: Not Specified.

Library: Not Offered.

Campus Family Housing:

Legal Assistance: Same-sex and some opposite-sex domestic partners—and/or a partner’s child or grandchild—may be eligible for the following UC-sponsored insurance coverage: medical, dental, vision, dependent life, accidental death and dismemberment, and legal. [http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf](http://atyourservice.ucop.edu/forms_pubs/misc/benefits_domestic_partners.pdf)
Health Care
Health/Vision/Dental Benefits: The University insurance coverage to qualified same- and opposite-sex domestic partners and their children in accordance with the provisions of the Washington State Public Employees Benefits Board regulations. Also pertains to children of your qualified domestic partner.
http://www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/meddent/sspdp.html

Flexible Spending Account: FSA expenses can be reimbursed for your spouse or your tax-qualified domestic partner (QDP). http://www.washington.edu/admin/hr/benefits/saving/medical/fsa.html

Student Health Services: Not specified

Leave
Family Care Leave: Domestic partners and care of children is offered, including adoption leave.

FMLA: The FMLA has its own definition of “family member”. For purposes of the FMLA, the University has adopted a common definition for “family member” that is more inclusive. The University's definition is as follows:
Family member means the employee's spouse or same or opposite sex domestic partner, child, parent, grandparent, grandchild, sister, or brother. Family member also means individuals in the following relationships with the employee's spouse or domestic partner: child, parent, or grandparent. It also includes those persons in a “step” relationship.
http://www.washington.edu/admin/hr/polproc/leave/fmla

Leave without Pay: Leave without Salary is available to faculty women and men to care for infants, newly adopted children, and seriously ill children or other family members, including domestic partners. When Faculty Sick Leave or Family Care Leave is exhausted or is not applicable, the faculty member may apply for a leave of absence without salary.
http://www.washington.edu/admin/acadpers/faculty/withoutsalary_leave.html
Bereavement Leave: Three days of bereavement leave are available for the death of a *family member. Bereavement leave is paid time away from work in addition to the employee's accrued paid leave and is used in full day increments. An employee may also request sick leave use for condolence or bereavement.

*Family member means the employee's spouse or same or opposite sex domestic partner; child; parent; grandparent; grandchild; sister; or brother. Family member also includes individuals in the following relationships with the employee's spouse or domestic partner: child, parent, or grandparent. It also includes those persons in a “step” relationship.  
http://www.washington.edu/admin/hr/polproc/prostaff/leave/bereavement.html

Financial Assistance

Financial Planning Assistance: Not Specified

Tuition: Not available.

Non-Resident Tuition Remission: Not Specified.

Discounts: Not Specified.

Adoption Assistance: Not Specified.

Dual Career: The dual career program is provided to faculty partners, including domestic partners, and spouses. As outlined in our web information it is an informal process and is not a guarantee of employment. Rather, it is a networking opportunity which may include providing job assistance services to the partners of new employees who also seek faculty or professional positions in the Puget Sound area.

Insurance

Life and AD&D: Registered domestic partners can be covered by life insurance and accidental death and dismemberment insurance.


Long Term Care Insurance: Not specified

Counseling

Couples Counseling: Couples can be married, partners, dating, same-sex, or heterosexual, but both members of the couple must be currently-enrolled UW students.

Employee Assistance Program: UW CareLink is the University's employee assistance program. UW CareLink provides in person assessment and short-term confidential counseling by local professionals for any issue that causes concern including, relationships, family and parenting, finances, etc. UW CareLink is available to employees, their housemates, and dependents. http://www.washington.edu/admin/hr/roles/ee/life-events/marriage-partnership.html

Campus Services

Athletics: Students, faculty, and staff may purchase a second ticket for spouses/domestic partners.

RSF Memberships: IMA members may purchase a Spouse/Registered Same Sex Domestic Partner Membership (S/SSDP). The membership permits independent access/use (the primary member is not required to be present) of the IMA during all hours of operation. The primary member (employee) must be present and a Marriage Certificate or Certificate of Registration (for same sex domestic partner) presented at the time of membership purchase. Photo ID is required at the time of the initial purchase.

Library: Borrowing Privileges are available to UW staff and retirees. Spouses and domestic partners are eligible for non-fee library cards. The definition of "spouse" or "domestic partner" is left to the discretion of the individual staff person. http://www.lib.washington.edu/services/borrow/staff

Campus Family Housing: Family Housing at the UW is for registered full-time students at the Seattle campus who are married or are registered same-sex domestic partners, with or without dependent children living with them. http://www.hfs.washington.edu/housing/Default.aspx?id=174
University of Texas—Austin

Domestic Partner Page: http://www.utexas.edu/staff/pefsa/dpb.html

Leave
U/SFMLA: FMLA (Federal Family Medical Leave) for the birth or adoption of a partner's child

Counseling
Employee Assistance Program: http://www.utexas.edu/staff/pefsa/dpb.html

Campus Services
RSF Memberships: http://www.utexas.edu/staff/pefsa/dpb.html
Child Care: http://www.utexas.edu/staff/pefsa/dpb.html
Library: http://www.utexas.edu/staff/pefsa/dpb.html
2009 Wisconsin Act 28 (state budget bill) expanded the rights of people in both same-sex and opposite-sex domestic partnerships. This expansion of rights includes eligibility for employer-sponsored benefits.

Health Care
Health/Vision/Dental Benefits: As of January 1, 2010, employees of the University of Wisconsin System are eligible to cover a same-sex or opposite-sex domestic partner and the domestic partner’s children under a family health insurance policy. http://www.wisconsin.edu/hr/benefits/dpbenefits.html
Flexible Spending Account: No, unless domestic partner is a dependant. http://etf.wi.gov/faq/era.htm#fifteen
Student Health Services: If partner is covered under SHIP. http://www.uhs.wisc.edu/about-uhs/using-uhs/

Leave
Sick Leave: University policies provide you with sick leave that can be used to care for immediate family members (including domestic partners) whose condition requires your direct care.
SFMLA: The Wisconsin Family Medical Leave Act (WFMLA) provides up to two weeks of job-protected leave per year to care for a domestic partner and a domestic partner’s parent.
Job-protected leave to care for a domestic partner’s child with a serious health condition and/or to bond with a domestic partner’s child after birth/placement for adoption: The Federal Family Medical Leave Act (FMLA) provides up to 12 weeks of job-protected leave per year to care for a domestic partner’s child, provided that the employee stands in loco parentis to the child. An employee is considered to stand in loco parentis to a child if the employee has day-to-day responsibilities relative to his/her partner’s child – no biological or legal relationship to the child is required. An employee is entitled to an FMLA leave to bond with the child following[http://www.washington.edu/admin/hr/polproc/leave/fmla]
Bereavement Leave: Sick leave may be used upon the death of an immediate family member. For this purpose, immediate family member includes employee’s spouse and/or domestic partner, parents and children of an employee, an
employee's and employee's spouse's immediate family members, grandparents, grandchildren, aunts and uncles, brothers and sisters and their spouses, children over the age of 18 and their spouses and any other relative who resides in the same household as the employee (as defined in UPG Chapter 10). http://www.ohr.wisc.edu/polproced/uppp/1602.htm


**Financial Assistance**

Financial Planning Assistance: Not Specified

Tuition: Not Specified.

Discounts: Not Specified

Adoption Assistance: Not Specified.

Non-resident Tuition: An individual who moves to Wisconsin as a result of his/her domestic partner's full-time employment at the UW–Madison, or an individual who is a dependent of someone who moved to Wisconsin as a result of his/her domestic partner's full-time employment at the UW–Madison, may be eligible for up to a one-year remission of non-resident tuition. After one year of residence within the state of Wisconsin and after it is determined that the individual did not move here for educational purposes, the individual would be eligible to apply for in-state tuition under Wisconsin Statute 36.27(2). http://www.provost.wisc.edu/dppolicy.htm

Dual Career: Dual Career Couple Hire funding may be used to support a faculty, academic staff, or classified staff position for the spouse/partner of a new faculty member. http://www.provost.wisc.edu/dual-career.htm

**Insurance**
Life and AD&D:
If an employee carries a family policy on the domestic partnership effective date, coverage automatically extends to the domestic partner and partner’s eligible children. An enrollment application is not necessary. http://www.wisconsin.edu/hr/benefits/dpbenefits.html

Life Insurance: Only coverage on the domestic partnership effective date, the employee can enroll in a family policy at any time by submitting an application to change to family coverage. There is no 30 day enrollment requirement under this plan. http://www.pebb.hca.wa.gov/documents/forms/2012/11092011.pdf

Long Term Care Insurance: an employee’s domestic partner may apply for long-term care insurance coverage under the programs approved by the Department of Employee Trust Funds. If Child Coverage is in effect on domestic partnership effective date, the domestic partner's eligible children will automatically be covered. http://eff.wi.gov/members/benefits_life_ins.htm

Student Health Insurance Program: If you are eligible for SHIP, you can enroll your spouse, domestic partner, or children. http://www.uhs.wisc.edu/ship/domestic-eligibility.shtml

Counseling
Couples Counseling: UHS has counselors experienced working with dating, married, separated, divorced, and LGBTQ couples. Only one partner is required to be a currently registered student at UW-Madison. Each couples session is counted toward the 10 session counseling limits of each partner. http://www.uhs.wisc.edu/services/counseling/how-we-can-help/couple-partner.shtml

Employee Assistance Program: Employee Assistance Office services are available to all faculty, staff, LTE/project employees and their immediate family members or significant others. http://eao.wisc.edu/faq/

Campus Services
Athletics: There is a policy allowing transfer of season football tickets to a spouse or domestic partner. See uwbadgers.com/. http://www.provost.wisc.edu/dppolicy.htm

Child Care: Not Specified.


Campus Family Housing: Housing is available to graduate students and employees with spouses or partners. http://www.provost.wisc.edu/dppolicy.htm

Financial Planning: Not Specified.
Health Care

Health/Vision/Dental Benefits:
Penn State offers benefits-eligible employees the opportunity to extend various benefits and policies to same-sex, domestic partners. This includes, but is not limited to, medical, dental, and vision plans, as well as accidental death and dismemberment insurance. http://equity.psu.edu/clgbte/pdfs/same_sex_partner_language.pdf

Health Benefits for child:
Eligible dependents are your spouse (unless legally separated, or divorced), same-sex domestic partner, and dependent children or under a qualified domestic relations order.
Dependent children are defined as:
- A natural child
- A step-child
- A same-sex domestic partner’s child
- A child legally adopted

Flexible Spending Account: Not Specified.
Student Health Services: Not Specified.

Leave


FMLA: Upon request, a leave shall be granted for 12 weeks if the employee's partner or parent has a serious health condition and the employee is needed to care for such family member. During the leave, the employee shall first use all sick family days, accumulated vacation, personal holiday, service days, and compensatory time off, as applicable, prior to commencement of no-pay status for the balance of the leave. http://guru.psu.edu/policies/OHR/hrg11.html
Bereavement Leave: Described as partner, and employee's family/partner’s family
http://ohr.psu.edu/benefits/time-off/funeral

Parental Leave: Upon request, a leave shall be granted following the birth of a child of the employee or the employee's partner, to continue up to the time the child is one year of age. In the case of adoption, such leave shall be granted from the date the child begins to reside with the employee to continue up to twelve months, unless necessary earlier for extenuating circumstances as described in the law. The first 12 workweeks of leave shall be considered to comply with the requirements of the FMLA. http://guru.psu.edu/policies/OHR/hrg11.html#bb

Financial Assistance

Financial Planning Assistance: Not Specified

Tuition: Educational privileges are available to regular full-time faculty and staff members, their spouse, and their unmarried children. The grant-in aid is for 75% of the tuition charge and applies to Penn State resident instruction and continuing education credit courses. (See University policies HR-36 and HR-37) http://ohr.psu.edu/benefits/additional-benefits/tuition-reimbursement

Discounts: Not Specified

Adoption Assistance: Not Specified.

Non-resident Tuition: Not Specified.

Dual Career: Not Specified.

Insurance

Life and AD&D: Not Specified.

Long Term Care Insurance: Not Specified.

Student Health Insurance Program: Not Specified.
Counseling
Couples Counseling: Couples counseling is an option when at least one partner is a full time student. Married, unmarried and LGBT couples are all welcome.
http://studentaffairs.psu.edu/counseling/services/counseling.shtml

Employee Assistance Program: Not Specified.
http://ohr.psu.edu/health-matters/employee-assistance-program/eap/

Campus Services
Athletics: Not Specified.
RSF Memberships: Not Specified.
Child Care: Not Specified.
Library: Not Offered.
Campus Family Housing: Housing is available to domestic partners and their children.
http://www.hfs.psu.edu/whitecourse/Apartment%20Family%20Policy%20.pdf

Legal Assistance: Not Specified.
The Domestic Partner category (same-sex only) ceased to be available on 6/1/2011. Individuals covered under this plan as of 5/31/2011 were grandfathered and their coverage will continue. Effective 6/1/2011 a new Civil Union Partner category is available, in accordance with Public Act 96-1513, for same-sex and opposite-sex partners. Premiums are deducted on either a pre-tax or post-tax basis depending on the IRS dependent tax status. Please see the Benefit Choice Options booklet or the Dependent Coverage page on the CMS website for information regarding coverage. Election of coverage for a Civil Union Partner is not available as a Benefit Choice election, but as of 6/1/2011 is available as a qualifying event. https://nessie.uihr.uiuillinois.edu/cf/benefits/index.cfm?Item_ID=1654

Health Care

Health/Vision/Dental Benefits: The State of Illinois provides Health, Dental, and Vision insurance coverage for eligible same-sex domestic partners of benefits-eligible University employees. The employee and the domestic partner must be unrelated, same-sex individuals who reside in the same household and have a financial and emotional interdependence, consistent with that of a married couple for a period of not less than one year and continue to maintain such arrangement. https://nessie.uihr.uiuillinois.edu/cf/benefits/index.cfm?Item_ID=1654


Flexible Spending Account: Not Specified.

Student Health Services: Not Specified.

Leave

Sick Leave: Eligible employees may use sick leave for illness of, injury to, or need to obtain medical or dental consultation for the employee, employee's spouse, employee's registered same-sex domestic partner, children, or parents, parents-in-
law (including the parents of a registered same-sex domestic partner), and members of the employee's household. "Children" include biological, adopted, foster, stepchildren, legal wards, children for which an employee is standing *in loco parentis*, and children who are members of the employee's household. "Parent" is defined as a biological parent, a step parent, or an individual who stood *in loco parentis* to the employee. 

https://nessie.uihr.uiuillinois.edu/cf/benefits/index.cfm?item_id=1366&rlink=1194

FMLA: University Family Medical Leave (UFML) is designed to help employees balance the demands of the workplace with the needs of families and to promote stability and economic security of families by offering leave to care for a registered same-sex domestic partner. https://nessie.uihr.uiuillinois.edu/cf/benefits/index.cfm?item_id=4258&rlink=1194

Bereavement Leave: Employees are granted three days of paid leave for immediate family members, which includes:

- Father
- Mother
- Sister
- Brother
- Spouse
- Registered same-sex domestic partner
- Child, including child of a registered same-sex domestic partner
- Grandparent
- Grandchild, including grandchild of a registered same-sex domestic partner
- Biological, adopted, foster, legal ward, step or *in loco parentis* relationship
- In-law (grandmother-, grandfather-, mother-, father-, brother-, sister-, son-, and daughter-in-law), including a relative of a registered same-sex domestic partner (grandmother, grandfather, mother, father, brother, sister, son, and daughter)
- Member of the employee's household

https://nessie.uihr.uiuillinois.edu/cf/benefits/index.cfm?item_id=1301&rlink=1194

Parental Leave: Not Specified.

**Financial Assistance**

Financial Planning Assistance: Not Specified.
Tuition: Not Specified.
Discounts: Not Specified.
Adoption Assistance: Not Specified.
Non-resident Tuition: Not Specified.
Dual Career: Not Specified.

Insurance

Student Health Insurance Program: If you are eligible for SHIP, you can enroll your spouse, domestic partner, or children.

Counseling
Couples Counseling: Not Specified.
Employee Assistance Program: Not Specified.

Campus Services
Athletics: Not Specified.
RSF Memberships: Spouses/partners of affiliates and students may also purchase memberships at the faculty/staff rate.
http://www.campusrec.illinois.edu/membership/eligibility.html
Child Care: Not Specified.

Library: Not Specified.

Campus Family Housing: All apartments have private bathrooms. Goodwin-Green apartments are tailored to the housing needs of graduate students, faculty, and staff who are either single, married, or in a domestic partnership. http://www.housing.illinois.edu/Future/Students%20with%20Families/Apartment%20Options.aspx

Legal Assistance: Not Specified.
University of Florida

DP Declaration Form: http://www.housing.ufl.edu/employment/docs/DOMESTIC%20PARTNERSHIP%20AGREEMENT.pdf

DP Benefits Page: http://www.hr.ufl.edu/benefits/domesticpartner/default.asp

Health Care

Health/Vision/Dental Benefits: All benefits-eligible faculty and staff are eligible for domestic partner health insurance. It is available to both same- and opposite-sex partners as well as children of the employee and partner as long as the required criteria outlined on the affidavit is satisfied.
http://www.hr.ufl.edu/benefits/domesticpartner/default.asp


Flexible Spending Account: Not Specified.
http://www.hr.ufl.edu/benefits/insurance/flexible_accounts.asp

Student Health Services: The Student Health Care Center recognizes domestic partnership, and spouses/domestic partners of students may receive care from the SHCC if they pay an optional health fee; however, services are not available for children. The costs listed below are per semester.
http://shcc.ufl.edu/fees-and-insurance/fees-for-services/spouse-domestic-partner-care/

Leave

Sick Leave: Sick leave may also be used in reasonable amounts for illness, injury, or death within your *immediate family pending supervisory approval.

*For the purpose of sick leave use and family medical leave, the university’s definition for “immediate family” is defined as an employee’s spouse, domestic partner, great-grandparent, grandparent, parent, brother, sister, child, grandchild, or the grandparent, parent, brother, sister, child, grandchild, or great-grandchild of the employee’s spouse or domestic partner, or the spouse or domestic partner of any of them. This also includes individuals for whom the employee is the current legal guardian. http://hr.ufl.edu/leave/sick.asp#family
U/SFMLA: Not Offered.

Bereavement Leave: Sick leave may also be used in reasonable amounts for illness, injury, or death within your immediate family pending supervisory approval. 
http://www.hr.ufl.edu/leave/sick.asp

Parental Leave: Not Specified.

Financial Assistance

Financial Planning Assistance: Not Specified.

Tuition: Not Specified.

Discounts: Not Specified.

Adoption Assistance: Not Specified.

Non-resident Tuition: Not Specified.

Dual Career: This service is offered to non-faculty spouses or partners of University of Florida tenure-track new hires. The Dual Career Academic Hire process applies to the partner or spouse of a University of Florida faculty hire. The partner or spouse must also be qualified for a faculty position at UF. http://www.aa.ufl.edu/dual-career

Insurance

Life and AD&D: Not Specified. http://www.hr.ufl.edu/benefits/insurance/life_insurance.asp


Long Term Care Insurance: Not Specified. http://www.hr.ufl.edu/benefits/insurance/life_insurance.asp

Student Health Insurance Program: Graduate students (GA, TA or RA) may choose to cover a spouse, domestic partner, or child(ren) for spring or spring/summer coverage for the 2011-2012 academic year.
Counseling
Couples Counseling: Couples counseling helps you achieve your greatest wellness in your relationship with a partner, spouse, friend, or roommate. Couples are eligible for counseling if at least one person is registered for classes in the current semester.
http://www.counseling.ufl.edu/cwc/Couples-intro.aspx

Employee Assistance Program: Not Specified.
http://www.eap.ufl.edu/

Campus Services
Athletics: Not offered. Married students entering the lottery who wish to be able to purchase a season ticket for their spouses must provide a marriage certificate to the Gator Ticket Office.
http://www.gatorzone.com/tickets/students/?p=footb/new

RSF Memberships: University of Florida student spouses/partners are eligible to join the recreation and fitness centers by paying the appropriate fees. Faculty, Staff and Affiliates and their spouses/partners are eligible to join the recreation and fitness centers by paying the appropriate fees. http://www.recsports.ufl.edu/about/membership-services

Child Care: Baby Gator serves children who have at least one parent or guardian associated with the University of Florida. Eligible parents are full-time (12 or more credit hours) undergraduates, graduate students, staff, or faculty in any UF department or college. http://www.babygator.ufl.edu/enrollment/eligibility.htm

Library: Offered to Spouse or Domestic Partner of UF Faculty/Staff/Student. http://www.uflib.ufl.edu/as/circ.html

Campus Family Housing: A married student, student in a domestic partnership, or a student parent without a spouse who has legal custody of minor children must meet the requirements for admission to the University of Florida and continue to make normal progress toward a degree as determined by the college.
http://www.housing.ufl.edu/employment/docs/DOMESTIC%20PARTNERSHIP%20AGREEMENT.pdf

Legal Assistance: Verification of eligibility for a spouse or domestic partner card is performed by Student Legal Services
between 8:30 a.m. and 4:00 p.m. Either both student and the spouse or partner must be present, or the spouse or partner must present the student’s Gator 1 card.
https://www.studentlegalservices.ufl.edu/spouse-domestic-partner.php
Ohio State University—Columbus

DP Declaration Form: http://hr.osu.edu/Forms/Ben/ssdpaffidavit.pdf

DP Benefits Page: http://hr.osu.edu/events/domesticpartnership.aspx

Health Care


Health/Vision/Dental for children: Offered to Dependent Children of Employee’s Same-Sex Domestic Partner. http://hr.osu.edu/events/domesticpartnership.aspx

Flexible Spending Account: Not Specified

Student Health Services: Not Specified.

Leave

*Immediate Family Member: Spouse; domestic partner; mother; father; sister; brother; biological, adopted, or foster child; stepchild; legal ward; grandparent; grandchild; mother-in-law; father-in-law; sister-in-law; brother-in-law; daughter-in-law; son-in-law; grandparent-in-law; grandchild-in-law; or corresponding relatives of the employee’s partner; other persons for whom the employee is legally responsible; and anyone who stood in loco parentis to the employee as a child.

Sick Leave: *Immediate family member; as approved. http://hr.osu.edu/policy/policy627.pdf

U/SFMLA: Staff and faculty who are eligible for FML and sick leave may apply leave for situations affecting their domestic
Financial Assistance

Financial Planning Assistance: There are a lot of financial decisions to make as a couple. The Office of Human Resources offers the Financial Planning Series - one hour courses designed to help you set and reach your financial goals.
http://hr.osu.edu/events/domesticpartnership.aspx

Tuition: Tuition assistance is provided by the university and pays a portion of the instructional and general fees for the eligible dependents of employees who take courses at Ohio State (including domestic partner and children of domestic partner). http://hr.osu.edu/hrpubs/ben/overviewbook.pdf#tuition

Discounts: Not Specified.

Adoption Assistance: Not Specified.

Non-resident Tuition: Not Specified.

Dual Career: Not Specified.

Insurance

Life and AD&D: Not Specified.

Life Insurance: Offered to partners and children of partners. http://hr.osu.edu/events/domesticpartnership.aspx

Long Term Care Insurance: Not Specified.
Student Health Insurance Program: Students must select or waive coverage through their online "Student Center" by the published deadline of their first term of enrollment every year. Dependent coverage (for a legal spouse, same-sex or opposite-sex domestic partner, and/or child[ren]) should also be selected at that time.
http://shi.osu.edu/page.asp?id=28&section=14

**Counseling**

Couples Counseling: If your spouse/partner has CSHI and you are listed as a dependent, you are eligible for services at CCS. You are not eligible for the 10 free sessions. You will have a co-pay of $15.00 per session.

Employee Assistance Program: offers free, confidential, professional counseling and referral services to help you and your partner with any issues that may arise.
http://hr.osu.edu/events/domesticpartnership.aspx

**Campus Services**

Athletics: Not Specified.

RSF Memberships: Spouse and domestic partner memberships offered.
http://recsports.osu.edu/membership/purchase-a-membership

Child Care: Children of a faculty or staff member's domestic partner are now eligible for enrollment at the university's Child Care Program. http://hr.osu.edu/events/domesticpartnership.aspx

Library: Not Specified.

Campus Family Housing: Not Specified.

Legal Assistance: Not Specified.
Purdue University—West Lafayette

DP Declaration Form: http://www.purdue.edu/hr/pdf/DPAffidavit.pdf

DP Benefits Page: http://www.purdue.edu/hr/Benefits/domestic_partner.html

Health Care

Health/Vision/Dental Benefits: The following benefits will be extended to same sex domestic partners of University employees and their eligible children: Medical insurance (including vision plan) Dental-Eligible dependents are your legal spouse or same-sex domestic partner (SSDP) and each dependent child until that child reaches his or her 26th birthday, effective Jan. 1, 2012. http://www.purdue.edu/hr/Benefits/domestic_partner.html

Health/Vision/Dental for children: The following benefits will be extended to same sex domestic partners of University employees and their eligible children: Medical insurance (including vision plan) Dental-Eligible dependents are your legal spouse or same-sex domestic partner (SSDP) and each dependent child until that child reaches his or her 26th birthday, effective Jan. 1, 2012. http://www.purdue.edu/hr/Benefits/domestic_partner.html

Flexible Spending Account: Not offered. Use of flexible spending accounts by same sex domestic partners and/or their eligible children who are not IRS tax qualified dependents of the employee are not allowed by IRS. http://www.purdue.edu/hr/Benefits/domestic_partner.html

Student Health Services: Full or part-time students and their spouses or domestic partners http://www.purdue.edu/push/appointments/appointmentdesk.shtml

Leave

Sick Leave: The following employee leaves will be modified to include time off for same sex domestic partners of University employees and their eligible family members http://www.purdue.edu/hr/Benefits/domestic_partner.html

U/SFMLA: The following employee leaves will be modified to include time off for same sex domestic partners of University employees and their eligible family members. http://www.purdue.edu/hr/Benefits/domestic_partner.html
Bereavement Leave: The following employee leaves will be modified to include time off for same sex domestic partners of University employees and their eligible family members. [http://www.purdue.edu/hr/Benefits/domestic_partner.html](http://www.purdue.edu/hr/Benefits/domestic_partner.html)

Parental Leave: Same-sex domestic partnerships may qualify for PPL. [http://www.purdue.edu/hr/Benefits/leaves.html#PPL](http://www.purdue.edu/hr/Benefits/leaves.html#PPL)

**Financial Assistance**

Financial Planning Assistance: Not Specified.

Tuition: The following benefits will be extended to same sex domestic partners of University employees and their eligible children: Fee Remission [http://www.purdue.edu/hr/Benefits/domestic_partner.html](http://www.purdue.edu/hr/Benefits/domestic_partner.html) and [http://www.purdue.edu/bursar/PDF/form15.pdf](http://www.purdue.edu/bursar/PDF/form15.pdf)

Discounts: Not Specified.

Adoption Assistance: Not Specified.

Non-resident Tuition: Graduate staff spouses are eligible for remission of non-resident tuition. [http://www.purdue.edu/bursar/PDF/form15.pdf](http://www.purdue.edu/bursar/PDF/form15.pdf)

Dual Career: intended to provide assistance to spouses and partners seeking faculty and non-faculty appointments at Purdue. For faculty positions, funds are typically available to provide, partial, temporary funding to the hiring department of the spouse or domestic partner of a new faculty member. The funds for the spouse's/partner's position is typically shared by the hiring department, the department hiring the initial spouse or partner, and by the Office of the Provost. Usually each of these three units contributes one-third of the salary for up to two years, at which point the hiring department assumes the full cost. The initial position, thus, is considered a "bridge" to permanent employment. [http://www.purdue.edu/provost/faculty/development/dual_career_assistance.html](http://www.purdue.edu/provost/faculty/development/dual_career_assistance.html)

**Insurance**
Life and AD&D: The following benefits will be extended to same sex domestic partners of University employees and their eligible children: Life Insurance and AD&D
http://www.purdue.edu/hr/Benefits/domestic_partner.html

Life Insurance Children: The following benefits will be extended to same sex domestic partners of University employees and their eligible children: Life Insurance and AD&D
http://www.purdue.edu/hr/Benefits/domestic_partner.html

Long Term Care Insurance: Not Specified.

Student Health Insurance Program: Eligible students who do enroll may also insure their dependents. Eligible dependents are the spouse, same-sex domestic partners or unmarried children under 19 years of age or 23 years, if a full-time dependent student at an accredited institution of higher learning, who are not self-supporting.
http://www.purdue.edu/push/insurance/dependents.shtml

Counseling

Couples Counseling: Assistance is available to couples who wish to clarify and work to resolve the sources of stress and conflict within their relationships. Spouses and partners who are not students can be seen at CAPS if they are engaging in therapy as part of conjoint counseling with a currently enrolled student.

Employee Assistance Program: Employee assistance services are also available to official retirees, dependent family members, spouses/same-sex domestic partners, and to families of deceased employees.
http://www.purdue.edu/hr/EAP/index.html

EAP for children: Employee assistance services are also available to official retirees, dependent family members, spouses/same-sex domestic partners, and to families of deceased employees.
http://www.purdue.edu/hr/EAP/index.html

Campus Services
Athletics: Spouse or domestic partner tickets are available at a cost of $119 and cannot be ordered on-line. Please contact the Athletic Ticket Office directly to place these orders. A marriage certificate must be shown or an affidavit of domestic partnership must be signed in order to qualify for this reduced rate ticket. The Ticket Office will issue a temporary ID for spouse or domestic partner tickets.

RSF Memberships: Family memberships include primary member, spouse/domestic partner and legal dependents (ages 5-18 and full-time college students up to age 25). Dependent memberships are restricted per minor policies listed below. Family members may not purchase additional household memberships.
http://www.purdue.edu/recsports/membership_services/membership_eligibility_policies/index.php

Child Care: Not Specified.

Library: Domestic partners not mentioned. Spouses of West Lafayette faculty, staff or students

Campus Family Housing: Not Specified.

Legal Assistance: Not Specified.
University of Georgia

DP Benefits Page: http://www.hr.uga.edu/benefits/dp_services.html

DP Declaration Form: http://www.busfin.uga.edu/forms/dp_declaration.pdf

Health Care
Health/Vision/Dental Benefits: Not Offered.
Health/Vision/Dental for children: Not Offered.
Flexible Spending Account: Not Offered.
Student Health Services: Not Specified.

Leave

Financial Assistance
Financial Planning Assistance: Not Specified.
Tuition: Not Offered. http://www.usg.edu/hr/benefits/tuition_assistance_program_policy
Discounts: Not Specified.
Adoption Assistance: Not Specified.
Non-resident Tuition: Not Offered.
Dual Career: Not Specified.

Insurance
Life and AD&D: Not Offered.
Life Insurance: Not Offered.
Long Term Care Insurance: Not Offered.

Counseling
Couples Counseling: Couples counseling is provided on a limited basis. If you and your spouse/eligible partner are in need of longer-term couples counseling, a CAPS clinician will provide couples counseling referral options on campus or in the community. http://www.uhs.uga.edu/caps/services.html#indivcounseling
Employee Assistance Program: Not offered to any employees. http://www.hr.uga.edu/eap_main.html

Campus Services
Athletics: Admission to on-campus athletic events (only faculty/staff/students receive information regarding ticket purchasing options for UGA athletic events) http://www.hr.uga.edu/benefits/dp_services.html
RSF Memberships: Recreational Sports Department (purchase of Ramsey Student Center membership, intramural sports, etc.) http://www.hr.uga.edu/benefits/dp_services.html
Child Care: Not Specified. http://universitychildcarecenter.uga.edu/?page_id=13
Library: Borrowing privileges at all UGA libraries http://www.hr.uga.edu/benefits/dp_services.html

Campus Family Housing: University Housing (live-in staff who are eligible may reside with declared partners in University-owned facilities) http://www.hr.uga.edu/benefits/dp_services.html

Legal Assistance: Not Specified.
Health Care

Health/Vision/Dental Benefits: Eligible Dependents The spouse, domestic partner, and eligible children of employees and retirees qualify to enroll in coverage with the appropriate documentation. An "eligible child" is defined as one of the following until the end of the month in which the child turns age 26. http://www.uhr.umd.edu/benefits/generallInfo.cfm#1

Flexible Spending Account:

Student Health Services: To qualify for designation as a person eligible to receive Campus-based privileges, an individual must be at least 18 years old, reside continuously with the employee, and not be in a landlord tenant relationship with the employee. A person is qualified only so long as he or she continues to reside with the employee. Examples of such individual include spouses, domestic partners and adult children of employees. http://www.personnel.umd.edu/data/info_designees-campus_privileges.cfm

Financial Assistance

Tuition:
http://www.uhr.umd.edu/documents/Tuition_Remission_Request_Form_Taxability_Affidavit_Supervisor_Certification_for_Non_Taxable_Graduate_Tuition_Remission_and_Tax_Chart.pdf

Tuition Partner’s Child:
http://www.uhr.umd.edu/documents/Tuition_Remission_Request_Form_Taxability_Affidavit_Supervisor_Certification_for_Non_Taxable_Graduate_Tuition_Remission_and_Tax_Chart.pdf

Dual Career: The Dual Career Assistance Program was created to assist spouses/partners of prospective or future faculty gain knowledge about the unique Washington D.C./Baltimore job market and conduct effective job searches both before
and after the move to Maryland. Some web resources appear below. Click here to request more information.
http://www.faculty.umd.edu/dualcareer/index.html

Insurance

Life Insurance: Eligible Dependents The spouse, domestic partner, and eligible children of employees and retirees qualify to enroll in coverage with the appropriate documentation. An "eligible child" is defined as one of the following until the end of the month in which the child turns age 26. http://www.uhr.umd.edu/benefits/generalInfo.cfm#1

Counseling

Couples Counseling: To qualify for designation as a person eligible to receive Campus-based privileges, an individual must be at least 18 years old, reside continuously with the employee, and not be in a landlord tenant relationship with the employee. A person is qualified only so long as he or she continues to reside with the employee. Examples of such individual include spouses, domestic partners and adult children of employees.
http://www.personnel.umd.edu/data/info_designees_campus_privileges.cfm

Campus Services

RSF Memberships: To qualify for designation as a person eligible to receive Campus-based privileges, an individual must be at least 18 years old, reside continuously with the employee, and not be in a landlord tenant relationship with the employee. A person is qualified only so long as he or she continues to reside with the employee. Examples of such individual include spouses, domestic partners and adult children of employees.
http://www.personnel.umd.edu/data/info_designees_campus_privileges.cfm

Child Care: To qualify for designation as a person eligible to receive Campus-based privileges, an individual must be at least 18 years old, reside continuously with the employee, and not be in a landlord tenant relationship with the employee. A person is qualified only so long as he or she continues to reside with the employee. Examples of such individual include spouses, domestic partners and adult children of employees.
http://www.personnel.umd.edu/data/info_designees_campus_privileges.cfm
Library: To qualify for designation as a person eligible to receive Campus-based privileges, an individual must be at least 18 years old, reside continuously with the employee, and not be in a landlord tenant relationship with the employee. A person is qualified only so long as he or she continues to reside with the employee. Examples of such individual include spouses, domestic partners and adult children of employees.
http://www.personnel.umd.edu/data/info_designees_campus_privileges.cfm
Texas A&M University—College Park

No benefits found.
Clemson University

No benefits found.
**Rutgers, the State University of New Jersey—New Brunswick**

DP Benefits Page: http://uhr.rutgers.edu/faqs/FAQDomPart.htm

DP/CU Declaration Form: http://www.state.nj.us/health/vital/civilunion_apply.shtml

**Health Care**

Health/Vision/Dental Benefits: Same-sex domestic partner or civil union partner
http://uhr.rutgers.edu/ben/YourBenefitsStaff.htm


Flexible Spending Account: Not Specified.

Student Health Services: Not Specified.

**Leave**

Sick Leave: Covered family members include:
mother, father, spouse, domestic partner, child, step child, foster child, grandchild, sister, brother, grandmother,
grandfather. http://uhr.rutgers.edu/ben/sicktimeleavepaidtime.htm

U/SFMLA: Family member means a child, spouse, domestic partner, civil union partner or parent of a covered individual. Child means a biological, adopted, or foster child, stepchild or legal ward of a covered individual, child of a domestic partner of the covered individual, or child of a civil union partner of the covered individual, who is less than 19 years of age or is 19 years of age or older but incapable of self-care because of mental or physical impairment. http://uhr.rutgers.edu/faqs/familyleaveinsurance.htm

Bereavement Leave: An employee who is absent from work due to a death in the immediate family (i.e., mother, father, spouse, sole domestic partner, child, foster child, stepchild, stepparent, ward, sister, brother, grandmother, great grandmother, grandfather, great grandfather, grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, or any relative of the employee residing in the employee's household) may charge up to three (3) days for such absence to bereavement leave. Such time must
be initiated within seven (7) calendar days from the notice of the date of death. http://policies.rutgers.edu/PDF/Section60/60.3.4-current.pdf

Parental Leave: Not Specified.

Financial Assistance

Financial Planning Assistance: Not Specified.

Tuition: Not Offered. http://uhr.rutgers.edu/ben/TuitionRemission.htm

Tuition Children: Not Offered. http://uhr.rutgers.edu/ben/TuitionRemission.htm

Discounts: Not Specified.

Adoption Assistance: Not specified.

Non-resident Tuition: Not Offered.

Regularly appointed faculty and staff and retired employees may qualify for tuition remission for themselves and their children under certain conditions. http://policies.rutgers.edu/PDF/Section60/60.2.1-current.pdf

Dual Career: Not Specified.

Insurance

Life and AD&D: Not Specified.

Life Insurance: Not Specified.

Long Term Care Insurance: Employees, retirees, and the following eligible dependents: spouse; same-sex civil union or domestic partner; adult children and stepchildren; parents, step-parents, and parents-in-law; grandparents, step-grandparents, and grandparents-in-law http://uhr.rutgers.edu/ben/LongTermCareInsurance.htm

Student Health Insurance Program: If a student is enrolled in the University-sponsored Student Health Insurance Plan, coverage for eligible dependents (spouse/domestic partner and/or dependent child(ren)) may also be purchased.
http://health.rutgers.edu/services/mandatory-health-insurance-hard-waiver-system/FAQs-re-hard-waiver/#What_if_a_student_waives

**Counseling**

Couples Counseling: Not Specified.

Employee Assistance Program: Not Specified.

**Campus Services**

Athletics: Not Specified.

RSF Memberships: Not Offered. Rutgers Alumni, Alumni spouses, Employee spouses, Student spouses, Type 4 employees, PALS, SAC Parents, UMDNJ students and UMDNJ Faculty/Staff are all eligible for a membership pass. http://www1.recreation.rutgers.edu/Content/Membership.asp

Child Care: Not Specified. http://uhr.rutgers.edu/ben/childcare.htm

Library: Not Specified.

Campus Family Housing: Students who wish to be considered as a non-traditional family should obtain an Affidavit Of Domestic Partnership from the Graduate Housing Assignment Office to be submitted in lieu of a marriage certificate. http://ruoncampus.rutgers.edu/files/documents/gradfaminfobook.pdf

Legal Assistance: Not Specified.
University of Minnesota—Twin Cities

Domestic Partner Page: http://www1.umn.edu/ohr/benefits/domesticpartner/

Domestic Partner Declaration Form: http://policy.umn.edu/categories/hr/form/dpaffidavit.pdf

Health Care

Health/Vision/Dental Benefits: The University provides the same benefit package to registered same-sex domestic partners of employees as it does to legal spouses of employees. Your registered same-sex domestic partner and your partner's children, even if they are not legally adopted by you.
http://www1.umn.edu/ohr/benefits/domesticpartner/

Health/Vision/Dental for children: The University provides the same benefit package to registered same-sex domestic partners of employees as it does to legal spouses of employees. Your registered same-sex domestic partner and your partner's children, even if they are not legally adopted by you.
http://www1.umn.edu/ohr/benefits/domesticpartner/

Flexible Spending Account: The University provides the same benefit package to registered same-sex domestic partners of employees as it does to legal spouses of employees. Your registered same-sex domestic partner and your partner's children, even if they are not legally adopted by you.
http://www1.umn.edu/ohr/benefits/domesticpartner/

Student Health Services: Not Specified.

Leave

Sick Leave: Immediate Family Member Spouse or registered same-sex domestic partner; employee's biological, adoptive, or step child (not meeting the dependent child definition); parents of spouse or registered same-sex domestic partner; and the parents, guardian, or siblings of the employee. http://policy.umn.edu/Policies/hr/Leaves/MEDICALDISABILITY.html

U/SFMLA: Registered same-sex domestic partners are not covered by federal law. However, the University administrative policy on FMLA extends the FMLA coverage to include same sex domestic partners. Therefore, a University employee
could be entitled to leave to care for his/her partner, but this time would not count against FMLA entitlement as calculated under federal law. http://policy.umn.edu/Policies/hr/Leaves/FMLA_FAQ.html

Bereavement Leave: The Employer will approve compensated funeral leave with pay in cases of death in the immediate family. This time will be deducted from sick leave or vacation leave and shall be limited to what is reasonably necessary to make funeral arrangements and/or attend funeral services. Immediate family shall include spouse or cohabitor or registered same sex domestic partner; children (including foster and stepchildren, and foster, step children and children of the employee’s registered same sex domestic partner); the employee’s parents, grandparents, guardian, grandchildren, siblings, wards, or spouse’s parents, grandparents, brothers or sisters, or registered same sex domestic partner’s parents, grandparents, brothers or sisters. http://www1.umn.edu/ohr/policies/governing/unit1contract/article18/index.html

Parental Leave: Employees who qualify can request a paid parental leave for the birth or adoption of their child. If your spouse or same-sex domestic partner gives birth or adopts a child, you may also qualify for a paid parental leave. Parental leaves for University employees range from two weeks to six weeks depending on your employee group. http://www1.umn.edu/ohr/benefits/leaves/parental/index.html

Financial Assistance

Financial Planning Assistance: Not Specified.

Tuition: Not offered to spouses or partners.

Tuition Partner’s Child: Not offered to spouses or partners.

Discounts: Not Specified.

Adoption Assistance: Not Specified.

Non-resident Tuition: Employees and their immediate family members (spouse/registered same-sex domestic partner, children, or legal ward living in the household) may qualify for resident tuition on the basis of appointment classification and percentage of appointment. http://www1.umn.edu/ohr/benefits/tuition/index.html

Dual Career: University professionals are often members of dual-career couples. When planning to relocate, the employment needs of the spouse or partner are an important consideration. The Relocation Assistance Program (RAP) offers support and resources to help spouses or partners explore employment options in this community.
Insurance

AD&D: Not Specified.

Life Insurance: The University provides the same benefit package to registered same-sex domestic partners of employees as it does to legal spouses of employees. Your registered same-sex domestic partner and your partner’s children, even if they are not legally adopted by you. http://www1.umn.edu/ohr/benefits/domesticpartner/

Long Term Care Insurance: The University provides the same benefit package to registered same-sex domestic partners of employees as it does to legal spouses of employees. Your registered same-sex domestic partner and your partner’s children, even if they are not legally adopted by you. http://www1.umn.edu/ohr/benefits/domesticpartner/

Student Health Insurance Program: Eligible dependents include a spouse or same sex domestic partner and a child or children. Dependent enrollment is contingent upon the Office of Student Health Benefits verification of primary member enrollment. In order to enroll a same sex domestic partner, the primary member must also submit a Declaration of Domestic Partnership Form http://www.shb.umn.edu/twincities/students/student-health-benefit-plan.htm

Counseling

Couples Counseling: Not Specified.

Employee Assistance Program: Spouses/partners and dependents are also eligible for EAP services. http://www1.umn.edu/ohr/wellness/eap/index.html

Employee Assistance Program for children: Not Offered.

Campus Services

Athletics: Not Specified.
RSF Memberships: Spouses and domestic partners of Department of Recreational Sports members are eligible for memberships. The individual directly affiliated with the University of Minnesota (staff member, student, etc.) acts as the sponsor to their spouse/domestic partner. Spouses and domestic partners are eligible to purchase memberships. http://www.recsports.umn.edu/membership/spouse.html

Child Care: You must be an affiliated member of the University community to enroll your child or to keep your child at UMCCC. One parent or legal guardian of an enrolled child or registered same sex domestic partner of an enrolled child’s parent or legal guardian must meet one of the following requirements. http://www.cehd.umn.edu/ChildDevelopmentCenter/forms/Parent-Policy-Handbook.pdf

Library: Not offered to spouses or partners.

Campus Family Housing: Housing & Residential Life is proud to offer two Family Student Housing Properties for students who are married, partnered, and/or have children. Both properties are owned by the University but are independently managed as cooperatives. The contracted cooperatives are resident owned and operated companies that are independent from the University http://www.housing.umn.edu/family/index.html

Legal Assistance: Not Specified.
Health Care

Health/Vision/Dental Benefits: The following benefits are extended to certified domestic partners of eligible faculty and staff:

- Health insurance (medical, dental and vision)
- Educational Benefits
- Bereavement leave in the case of death of the domestic partner or a parent of the domestic partner
- Dependent Life Insurance

Leave

Bereavement Leave: The following benefits are extended to certified domestic partners of eligible faculty and staff:

- Health insurance (medical, dental and vision)
- Educational Benefits
- Bereavement leave in the case of death of the domestic partner or a parent of the domestic partner
- Dependent Life Insurance

Financial Assistance

Financial Planning Assistance:

Tuition: The following benefits are extended to certified domestic partners of eligible faculty and staff:
Dual Career: University professionals are often dual-career couples. Pitt offers support and resources to help spouses and partners explore employment options. A spouse/partner of a Pitt faculty or staff member hired within the past 365 days is eligible for the following services. http://www.hr.pitt.edu/careers/why-work-pitt

Insurance

Life Insurance: The following benefits are extended to certified domestic partners of eligible faculty and staff:

- Health insurance (medical, dental and vision)
- Educational Benefits
- Bereavement leave in the case of death of the domestic partner or a parent of the domestic partner
- Dependent Life Insurance

Counseling

Couples Counseling: Couples counseling services are available to opposite-sex and same-sex partners who are involved in an ongoing, committed relationship. One partner must be an enrolled student who is currently registered for classes. http://www.studentaffairs.pitt.edu/cc_couple

Employee Assistance Program: The Faculty and Staff Assistance Program (FSAP) is a free, confidential counseling service available at all five campuses to University of Pittsburgh faculty and staff and their families or household members. http://www.provost.pitt.edu/more/ch6_anc_assist.htm

Employee Assistance Program for children: The Faculty and Staff Assistance Program (FSAP) is a free, confidential counseling service available at all five campuses to University of Pittsburgh faculty and staff and their families or household members. http://www.provost.pitt.edu/more/ch6_anc_assist.htm