



Lehigh University Human Resources Policy

Policy Number:	103
Effective Date:	circa 2003
Revisions:	7/1/2007
Applicability:	All Benefits Eligible Faculty and Staff Members

DOMESTIC PARTNERS BENEFIT POLICY

Purpose:

Policy on benefits available to domestic partners of benefits-eligible faculty and staff members

Policy:

The domestic partners of benefits-eligible faculty and staff members have access to the same University provided benefits available to spouses of benefits-eligible employees. In addition, access to coverage under the Flexible Benefits plan is available to the dependent children of domestic partners.

Domestic Partnership

A domestic partnership is the functional equivalent of a marriage in which two adults live together as a couple in a committed relationship with mutual responsibility for basic living expenses and each other's welfare.

Domestic Partner Benefits

To qualify for domestic partner benefits, the covered employee *and* his or her domestic partner must sign an *Affidavit of Domestic Partnership* declaring that they are domestic partners in accordance with clearly defined, specific conditions.

Domestic partners and their dependent children are eligible to participate in, or are covered under, the following benefits and policies:

- Flexible Benefits (medical, dental, dependent life, and flexible spending accounts)
- Tuition Benefits
- Family medical leave definitions
- Bereavement leave
- Facilities use policies, and
- ID card benefits.

The tax treatment of each of the benefits is dependent upon numerous factors and different sections of the Internal Revenue Code.

Keywords: Domestic Partner, Same Sex