DOMESTIC PARTNERSHIP

I. PURPOSE

To grant benefits to the domestic partners of the same gender as the employee and to establish the process by which domestic partners will be certified for benefits.

II. APPLICATION

All employees. If portions of this policy are covered by a collective bargaining agreement, employees should seek counseling from Human Resources to clarify policy applicability.

III. POLICY

To the extent allowed by law and to the extent that benefits are within the authority of the University of Massachusetts to administer, domestic partners shall be entitled to the same benefits accorded to spouses. A domestic partner is a person of the same gender as the employee who lives with that employee in a committed relationship that involves personal and economic bonds.

A. DOMESTIC PARTNER BENEFITS

Benefits shall include but not be limited to:

- Bereavement Leave,
- Family and Medical Leave,
- Sick Time,
- Tuition Programs and
- Other benefits such as library access.

B. CERTIFICATION OF DOMESTIC PARTNERSHIP

To qualify for domestic partner status, an employee must complete and file with Human Resources the Statement of Domestic Partnership (sometimes referred to as a "Certificate of Commitment") (Form # HR 052).
C. CHANGE IN DOMESTIC PARTNERSHIP

In the event that a domestic partnership terminates, an employee must promptly notify Human Resources by completing and filing a *Statement of Termination of Domestic Partner Status* (Form # HR 053).

IV. OTHER RELATED POLICIES

Bereavement Leave
Family and Medical Leave
Sick Time
Tuition Programs

APPROVALS:

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