

Yale University  
Civil Union Partner Policy for Faculty and Staff  
Effective April 1, 2006  
Amended August 2, 2006

**Background:**

As a result of the enactment of Connecticut's new civil union law, which became effective October 1, 2005, the University has changed its policy regarding benefits for same sex couples.

**Effective Date of change:**

April 1, 2006

**Eligibility requirements:**

**New Staff**

The University will require that a same sex couple join in a civil union in order to be eligible to enroll in the University's medical and/or dental benefits.

**Existing same-sex couples**

For those same-sex couples currently enrolled in the University's medical and/or dental benefits, under current policy, *no action is required at this time*. As with all qualifying events under our benefit plans, if you currently do not have a same sex partner covered under the University's medical or dental plan and wish to add a same sex partner outside of Open enrollment period, you may do so by attesting to the civil union within 30 days from the date of union.

**Tax implications or exemptions**

Because same sex unions are not recognized by the federal government, the partner benefits will continue to be subject to federal tax. Under Connecticut state law, the partner benefits will be afforded the same tax treatment as that provided to married couples provided the couple has a civil union recognized by Connecticut law.

For same sex couples moving from out-of-state, the University will recognize civil unions that are valid in other jurisdictions.

**For more information please visit the following websites:**

<http://www.jud.state.ct.us/lawlib/Law/civilunion.htm>