

OBERLIN COLLEGE

DOMESTIC PARTNERSHIP POLICY STATEMENT

Approved by the Oberlin College Faculty Council
April 21, 1992

In its policies and practices Oberlin College does not make distinctions of value among the various forms of domestic relationship. Instead, recognizing that thoughtful people in our community hold differing views on this matter, Oberlin does not discriminate among the various forms which meet the following criteria: cohabitation, long-term emotional commitment, and financial interdependence. The College formulates its policies accordingly in such areas as access to College services and facilities, student housing and dining, and employee benefits.

Domestic partnership is defined: Two unrelated individuals, who share the necessities of life, live together, and have an emotional and financial commitment to one another of an indefinite length. In addition, partners cannot be married to someone else, be under eighteen (18) years of age, have any additional domestic partners, or be related by blood, closer than the criteria for marriage in the State of Ohio allows. Because partners of opposite gender who meet the above criteria have the option to legalize their partnership through marriage, this policy applies only to partners of the same gender.

Children connected to a domestic partnership will be eligible for benefits if they fulfill the same eligibility requirements of children connected to married couples as presently outlined within the College's benefit plans.

For tax purposes premiums or parts of premiums for domestic partners will be included in the employee's reported gross income.

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DECLARATION OF DOMESTIC PARTNERSHIP

I, _____ and _____
(Employee) (Domestic Partner)

attest that each is the other's sole domestic partner and agree to be responsible for the other's common welfare. We understand that we must comply with the definition of domestic partnership by attesting that we have a valid marriage certificate **or** meet at least two (2) of the conditions as follows:

- ___ Have joint ownership of a bank account;
- ___ Have joint ownership of a credit card;
- ___ Have joint ownership of a mortgage or lease;
- ___ Have a joint obligation on a loan;
- ___ Have mutually granted Durable Power of Attorney;
- ___ Have an affidavit by a creditor able to testify to the partner's financial interdependence or other proof establishing economic interdependence.

I understand that I have an obligation to notify Oberlin College's Human Resources Office if there is any change in the domestic partnership status as attested to in this Declaration that would terminate this Declaration (e.g., death of a partner, change in residence of one partner, or termination of the relationship) within thirty-one (31) days of such change.

The notice of any change shall be in accordance with Oberlin's change in dependent status requirement.

We affirm, under penalty of perjury, that the statements in this Declaration are true and correct.

Employee Signature

_____/_____/_____
Date

Domestic Partner Signature

_____/_____/_____
Date

Employee and Domestic Partner Address:

