While the definition of “family” continues to evolve, the University recognizes that all employees want to provide security and stability for their loved ones.

Even before the passage of same-sex marriage laws in Maine the University offered domestic partners the same benefits available to married couples, including medical, dental, vision, and life insurance, and tuition waivers.

While you can enroll your domestic partner and their eligible children for University sponsored insurance, federal and state laws require that benefits extended to domestic partners and their dependents are subject to special administrative guidelines.

The Internal Revenue Service requires the University of Maine to:

- Withhold payroll deductions for medical, dental and vision insurance for domestic partners on an after-tax basis;
- Consider the cost of the benefits for a domestic partner as part of the employee’s taxable income;
- Exclude reimbursement of the domestic partners’ expenses from the employee’s flexible spending accounts (dependent care and medical savings);
- Deal differently with Medicare enrollment of a domestic partner at age 65 or if disabled.

To qualify for benefits, the first step is filing a Domestic Partner Affidavit. Then call Human Resources at 207.581.1581 for more information about enrolling your partner and the guidelines that apply to domestic partners.

The University of Maine does not discriminate on the grounds of race, color, religion, sex, sexual orientation, including transgender status and gender expression, national origin, citizenship status, age, disability, genetic information, or veterans status in employment, education, and all other programs and activities. The following person has been designated to handle inquiries regarding nondiscrimination policies:

Director, Office of Equal Opportunity, 101 North Stevens Hall, 207.581.1226
LGBTQ Families

Not all families are the same, but the University of Maine believes they all deserve equal respect and support.

Freedom from discrimination and discriminatory harassment for individual employees and students is a right safeguarded by the University as a matter of policy.

Marriage Equality

If you are a woman married to a woman or a man married to a man, your benefits are the same as those enjoyed by a traditional family. Even before Maine voters passed the state’s marriage equality law in 2012, the University of Maine offered health insurance for same-sex partners. Maine Law and University policy prohibit discrimination against employees on the basis of sexual orientation.

Now every spouse in every marriage has the same federal and Maine tax benefits as well as the following standard benefits:

- Family medical, dental and vision insurance for one’s spouse and spouse’s children
- Eligibility to purchase life insurance
- Fitness center memberships for one’s spouse and spouse’s children
- Supportive conversations through the Employee Assistance Program
- Participation in the faculty partner accommodation policy
- Access to programs that help faculty partners find employment including search waivers for spouses qualified to fill UMaine job openings
- A partial tuition waiver for classes taken at any University of Maine System campus for one’s spouse and children
- Leave time for the faculty member to take care of one’s spouse, or for bereavement
- Faculty members can stop the tenure clock to care for one’s spouse
- Medical expenses for spouses may be reimbursed from faculty’s medical savings account

If you marry or have married after your initial hire date, make sure you notify Human Resources, and enroll your spouse for benefits within 30 days. Contact our campus HR staff by telephone at 207.581.1581 or via e-mail at hr-um@maine.edu.
Transgender Resources

Maine law prohibits discrimination in employment, public accommodations, housing, credit and education and provides protection based on a person’s actual or perceived heterosexuality, bisexuality, homosexuality and gender identity or expression.

*The University of Maine is committed to building an inclusive campus community vested in equality.*

Transgender persons can network with allies and connect with the LGBTQ community at UMaine through the Student Life Office and the Rainbow Resource Center or by logging in to the Rainbow Resource Center’s facebook page.

Join the campus conversation about gender issues on First Class by having the folder added to your desktop. And take note of these gender neutral restrooms that provide privacy and comfort across campus:

- Cutler Health Center: 1st floor
- Fernald Hall: 1st floor and 2nd floor
- North Stevens Hall: 2nd floor
- Jenness Hall: 1st floor
- Machine Tool Lab: 1st floor
- Maine Bound Adventure Center: 2nd floor
- McKay Archaeological Lab: 1st floor
- Merrill Hall: 1st floor
- North Stevens Hall: 2nd floor
- Nutting Hall: 2nd floor
- Public Safety and Parking: 1st floor
- Rogers Hall: 1st floor
- Social Work Building: 1st floor

Visit the GLAD website for more information about anti-discrimination laws in Maine and to find confidential regional resources for LGBTQ individuals, same sex couples, and domestic partners.

**Gay & Lesbian Advocates and Defenders: LGBT Legal Advocates**

(GLAD) 1-800-455-GLAD • gladlaw@glad.org • [http://www.gladanswers.org/](http://www.gladanswers.org/)

**GLAD Publications** (pertaining to policies and rights in Maine)

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