

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

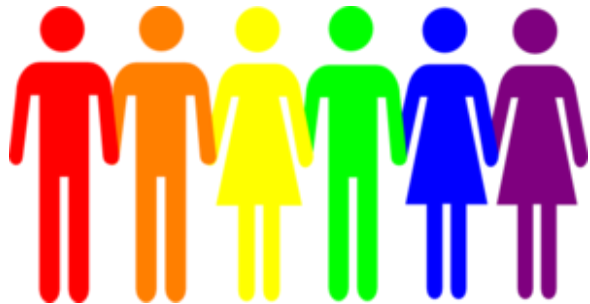
Freedom from discrimination and discriminatory harassment for individual employees and students is a right safeguarded by the University as a matter of policy.

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 [LGBTQ Services](#) office in the Memorial Union, Room 223.

Join the campus conversation about gender issues, 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
Jeness 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](#) Legal Advocates and Defenders website for more information about anti-discrimination laws in Maine and to find confidential regional resources for GLBTQ individuals, same sex couples, and domestic partners.

GLAD Legal Advocates and Defenders: 1-800-455-GLAD
<http://www.gladanswers.org/>

GLAD information pertaining to policies and rights in Maine:
<https://www.glad.org/locations/maine/>

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