

DOMESTIC RELATIONSHIP

For Purposes of Qualifying for ISU Plan Benefits at Iowa State University (Faculty, Professional & Scientific and Supervisory Merit Employees Only)

Employee with a completed Declaration of Domestic Relationship form is eligible to enroll their eligible married spouse (opposite or same sex) or domestic partner as well as eligible dependents in the ISU health and dental insurance plans and dependent life insurance.

Qualifications:

Married (opposite or same sex) – a signature on the ISU Declaration of Relationship document as acknowledgment of person who are married as provided by the law of the jurisdiction where the relationship of spouse is formed, whether by the issuance of a marriage license or by common law.

Domestic Partners (opposite or same sex) – a signature on the ISU Declaration of Relationship as acknowledgment of persons of the same or opposite sex who have a committed relationship solely to one another exhibiting the following qualities:

- Partners intend to continue the relationship indefinitely;
 - Neither partner is married nor a domestic partner to another person;
 - The partners are above the age of 18 and are not related in a way that would otherwise bar marriage;
 - The partners agree to support one another and share significant resources for the benefit of their union.
1. Iowa State University relies upon the completion and the accuracy of the Declaration of Relationship form for the purpose of providing valuable benefits. If this statement is not accurate, employee is responsible to reimburse the University for any liability including, without limitation, taxes, penalties or losses (including reasonable attorney's fees) that the University may incur arising out of its reliance on this Declaration if it is untrue in any respect, or if employee fails to provide notice of the dissolution of the relationship. Employee will also reimburse Providers of benefits or other parties whom rely on the accuracy of this statement and may have a cause for legal action if the Declaration is false.
 2. If spouse relationships terminates, employee must provide a copy of court-approved divorce decree.
 3. If the domestic relationship terminates, employee will inform the University Benefits Office in writing within 30 days. Domestic partners must provide a signed copy of the University's affidavit of termination of domestic partnership.
 4. The law does not grant the same tax treatment to domestic partner benefits, and may result in taxable income to the employee under federal and state law.

If you have additional questions, please contact Human Resources Service Center at 515-294-4800 / 1-877-477-7485 and ask to speak to a Benefit Specialist.