DOMESTIC RELATIONSHIP

For Purposes of Qualifying for ISU Plan Benefits at Iowa State University

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, dental, vision insurance plans and dependent life insurance.

Married (opposite or same sex) - a signature on the ISU Declaration of Relationship document as acknowledgement of persons 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 - a signature on the ISU Declaration of Relationship document as acknowledgement of persons who have a committed relationship solely to one another exhibiting the following qualities:

- As partners we 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 is relying upon the accuracy of this Declaration for the purpose of providing valuable benefits. If this statement is not accurate, employee will 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 my 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 relationship terminates, employee must provide a copy of court-approved divorce decree.

3. If domestic relationship terminates, employee will inform the University Benefits Office in writing within 30 days. In addition, 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 me under federal and/or state law. When an employee declares a partner and/or children as tax dependents, it must be for the entire calendar year. Employee must also understand the University may request verification of the tax status throughout the calendar year and employee must respond. If the tax status changes at any time, employee must report the change to the ISU Benefits Office immediately and previous coverage may become subject to imputed income.

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