



**2009 Summary of Same-Sex Partner Benefits
Cornell University Contract College Faculty and Staff**

Benefit	Health and Dental Insurance	Life Insurance	Personal Accident Insurance (PAI)	Retirement	Tax Deferred Savings Plan
Same-Sex Partner Eligibility	Yes (contract college same-sex or opposite-sex partners)	Yes	Yes	Yes Employee can designate same-sex partner as co-annuitant	Yes Employee can designate same-sex partner as co-annuitant

Benefit	Cornell Children's Tuition Scholarship	Long Term Care	Select Benefits	Employee Assistance Program (EAP)	Athletic & Library Privileges
Same-Sex Partner Eligibility	Yes	Yes	Same-sex partners do not meet the IRS definition of a dependent	Yes	Yes

Same-sex partners are also eligible for the following leave policies: funeral, parental leave and family health care leave. The chart above summarizes the benefits available to same sex partners of faculty and staff. In general, same-sex partners are eligible for the same benefits as spouses except where the Internal Revenue Code's definition of a dependent governs the plan. Note: Contract college health and dental plans cover both same-sex and opposite-sex partners (termed by New York State as "domestic partners.")