



**2009 Summary of Same-Sex Partner Benefits
Cornell University Endowed Employees**

Benefit	Health Insurance	Dental Insurance	Life Insurance	Personal Accident	Retirement	Tax Deferred Savings Plan
Partner Eligibility	Yes	Yes	Yes	Yes	Yes Employee can designate partner as Annuitant	Yes Employee can designate partner as a beneficiary

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

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, partners are eligible for the same benefits as spouses except where the Internal Revenue Code's definition of a dependent governs the plan.