

**Human Resources**

**BP 7515 GROUP BENEFITS FOR DOMESTIC PARTNERS**

**References:**

Family Code Sections 297, 295.5, 298, 298.5, 299, 299.2, and 299.3

In accordance with current laws, group benefits are available for the domestic partners of employees if the domestic partnership is registered with the State of California.

---

Date Approved: November 18, 2008  
(Replaces RCCD Policies 3030 and 4030)

**Human Resources**

**AP 7515 GROUP BENEFITS FOR DOMESTIC PARTNERS**

**References:**

Family Code Sections 295.5, 297, 298, 298.5, 299, 299.2, and 299.3

Domestic Partner Group Benefits are available to the bona fide domestic partner of a District employee. Such benefits are available only to domestic partner relationships that meet the State of California standards for registered domestic partners

Employees wishing to have their domestic partner covered under the District's group benefits plan will be required to provide the Insurance Technician of the Diversity and Human Resources Department with a certified copy of a State of California Certificate of Registered Domestic Partnership. Once received, the employee's domestic partner is entitled to all of the same rights, protections and benefits, and shall be subject to the same responsibilities, obligations and duties under the law, as are granted to and imposed upon spouses. All necessary enrollment paperwork will be provided to the employee by the Insurance Technician. Therefore, the domestic partner is entitled to:

- A. Medical and dental insurance benefits.
- B. Medical insurance which may be available to spouses of eligible retired employees and any other benefits available to spouses, including survivor benefits within the limits of state and federal law.
- C. The same rights regarding non-discrimination as those provided to spouses.

The employee must acknowledge that he or she understands that under applicable federal and state tax law, District-provided benefits coverage of the domestic partner could result in imputed taxable income to the employee, subject to income tax withholding and applicable payroll taxes.

Benefits for a domestic partner of an employee whose domestic partnership is NOT registered with the State of California, but was enrolled in the District benefits program

that was in effect prior to adoption of this procedure, which replaces the former benefits program, will have unchanged access to that former benefits program.

*Office of Primary Responsibility:* Vice Chancellor, Diversity and Human Resources

---

Administrative Approval: June 1, 2009  
(Replaces RCCD Regulation 3030/4030)