

Diversity Action Council
Statement of Benefits Available to Domestic Partners of UNC Asheville Employees
Approved April 20, 2012

UNC Asheville is committed to equity for all employees. Where benefit services are under the control of UNC Asheville, those services are offered to all employees and family members on an equal basis, irrespective of legal marital status.

In 2003, UNC Asheville expanded its official statement of non-discrimination to include sexual orientation: “UNC Asheville does not discriminate against any individual or group of individuals on the basis of age, color, disability, gender, national origin, race, religion, sexual orientation or veteran status.”

In this spirit, the following opportunities/options are available to domestic partners of permanent UNC Asheville employees:

- Domestic partners of UNC Asheville employees may purchase recreation passes for access to the Fitness Center. After purchasing the pass at the Campus Recreation Office in the Sherrill Center, domestic partners must then obtain a OneCard from the OneCard Office in the Highsmith Student Union. This is a specially designated OneCard useable at the Fitness Center only.
- The Employee Assistance Network is available to immediate family members of all employees, including domestic partners.
- Employees may name domestic partners (or anyone of their choosing) as beneficiaries in life insurance policies purchased through NC Flex.
- Employees may list domestic partners as beneficiaries for mandatory and supplemental retirement plans.
- Membership with the State Employees Credit Union is available to persons living in the same residence as a State employee and maintaining a single economic unit with the employee.

Health Insurance Availability

As an agency of the State of North Carolina, UNC Asheville is only able to offer health insurance through the NC State Health Plan. The NC State Legislature determines eligibility for coverage under the State Health Plan, for all employees and their dependents. Currently, only someone who is legally married to an eligible employee can be eligible for spousal coverage (State Statute chapter 51). As this option is not currently available to same sex or domestic partners in NC, health insurance coverage is not available to them through any NC state agency (children of a state employee are eligible).

For resources in finding available coverage, visit the website of the NC Department of Insurance NC at www.ncdoi.com. Information on the Affordable Care Act (Health Care Reform) can be found at www.healthreform.gov.

The University’s Diversity Action Council and Human Resources Department continue to investigate ways to offer equitable benefits and services to the domestic partners of employees who do not have the option to legally marry in NC.