

Cornell University Employee Assembly

E.A. Resolution # XXX LGBTQ+ Inclusion for Family Planning Benefits

Sponsored by:

On Behalf of: Ulysses Smith (DIWD) and Brian Patchcoski (LGBT Resource Center)

WHEREAS, The University's Equal Education and Employment Statement declares that no person shall be discriminated against based on "sex, sexual orientation, gender identity or expression";

WHEREAS, The 2011 Employee Survey showed that 8.2% of staff identified as gay, lesbian, bisexual, questioning, or not specified;

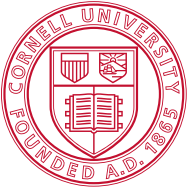
WHEREAS, On July 1, 2014, President Obama signed Executive Order 13672: On LGBT Workplace Discrimination, prohibiting federal contractors and subcontractors from discriminating on the basis of sexual orientation or gender identity, effective April 8, 2015.

WHEREAS, On June 26, 2015, the Supreme Court of the United States ruled that state bans on same-sex marriage violated the Equal Protection Clause of the Constitution;

WHEREAS, Cornell has long offered employer-sponsored benefits to employees and their spouses, including same-sex/same-gender couples;

THEREFORE, BE IT SO RESOLVED, The University examine benefits that are "gendered" in nature, including but not limited to fertility treatments and artificial insemination, and extend coverage to individuals regardless of gender identity or legal sex;

THEREFORE, BE IT SO RESOLVED, The University expand adoption-related benefits, including the Adoption Assistance Program, to include coverage of surrogacy-related procedures, as well as provisions for employees to apply benefit allowances and grants toward surrogacy outside of New York State.

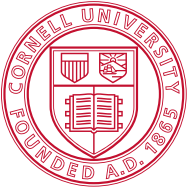


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33 **THEREFORE, BE IT SO RESOLVED**, The University, in collaboration with the Division of
34 Human Resources and Safety Services and the LGBT Resource Center, create an easily
35 accessible webpage and other marketing materials that reflects the changes to benefits offered;
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37 **THEREFORE BE IT FINALLY RESOLVED**, The University, led by the Division of Human
38 Resources and Safety Services, conduct a thorough assessment of all employer-sponsored
39 benefits to ensure that they are inclusive of LGBTQ+ employees and their partners and
40 equitable, and present the results of this assessment in report form to the Employee Assembly at
41 the conclusion of the Spring 2016 semester.

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43 **Respectfully submitted,**
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E.A. Resolution # XXX Change in Marital Status Support Benefits & Services

Sponsored by:

WHEREAS, The University strives to support its employees by providing a wealth of resources and services to encourage and enhance work-life balance;

WHEREAS, The 2011 Employee Survey found that 27.2 % of respondents felt neutral in response to the statement, “The university provides support to help staff balance work and personal responsibilities,” with another 10.4% disagreeing or strongly disagreeing;

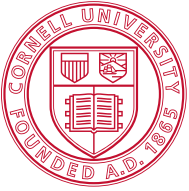
WHEREAS, The 2011 Employee Survey further revealed that 20.9% of respondents felt neutral in response to the statement, “I can easily find reliable information concerning the policies and benefits that apply to me,” with another 12.4% disagreeing or strongly disagreeing;

WHEREAS,

THEREFORE, BE IT SO RESOLVED, The University, led by the Division of Human Resources and Safety Services, conduct an assessment of resources currently available to assist employees in times of life-changing events, including counseling, legal services, and financial planning.

THEREFORE, BE IT SO RESOLVED, The University examine the feasibility of providing the following services or benefits, if not already available, for all benefits-eligible employees:

- Providing pre-paid legal services plans to employees;
- Pay a portion of employee divorce expenses;
- Ensuring that health insurance plans offer significant mental health and counseling benefits;
- Ensuring that children (dependents) are able to have mental health coverage;
- Contributing to the mediation costs for employees and/or providing mediation services;
- Providing referrals for mediation and legal services;



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- Providing resource guides to divorce that include: mediation, legal services, leave time, etc.;
- Providing temporary assistance to divorcing employees and dependents;
- Offering financial counseling to manage income transitions and cost-cutting; evaluating retirement and welfare plans;
- Offering real-estate resources for those who might have to downsize or move out of the marital home;
- Assisting in transportation planning for those who will lose the marital vehicle and must commute.

THEREFORE, BE IT SO RESOLVED, The Division of Human Resources and Safety Services update applicable webpages to include an easily accessible list of outline the resources, benefits, and support services available to employees (or students) experiencing divorce, including state and local resources.

Respectfully submitted,