

**SUBCOMMITTEE ON EQUITY MOTION
ESTABLISHMENT OF LEGALLY DOMICILED ADULTS BENEFIT PLANS**

- **Whereas** Marquette University has a statement of non-discrimination, which reads: “Marquette University does not discriminate in any manner contrary to law or justice on the basis of race, color, gender, sexual orientation, age, religion, disability, veteran’s status or national origin in its educational programs or activities, including employment and admissions”;
- **Whereas**, the Ignatian principle of *cura personalis* stems from a conviction of the transcendent and divinely-conferred equal dignity of all persons, regardless of societal status or cultural recognition;
- **Whereas**, the provision of benefits to those designated as “Legally Domiciled Adults” (LDAs) is consistent with the Catholic Church’s long-standing teaching that access to healthcare is fundamental to human dignity;
- **Whereas**, a comprehensive definition of LDA is;

A Legally Domiciled Adult is an individual over 18 who has, for at least 6 months, lived in the same principal residence with the employee and remains a member of the employee’s household throughout the coverage period; and who

EITHER (Category A) has a close personal relationship with the employee (not a casual roommate or tenant), shares basic living expenses and is financially interdependent with the employee. The LDA is neither legally married to anyone else nor legally related to the employee by blood in any way that would prohibit marriage, and is not receiving benefits from an employer and is not eligible for any group coverage;

OR (Category B) is a blood relative who meets the definition of a tax dependent as defined by Section 152 of the Internal Revenue Code during the coverage period and is not receiving benefits from an employer, is not eligible for any group coverage and would not be eligible for Medicare or Medicaid due to age or other factors.

(Seattle University HRWebsite <http://www.seattleu.edu/hr/Inner.aspx?id=38516> retrieved 10-28-10)

- **Whereas** Marquette University does not currently provide human resources benefits to LDAs;
- **Whereas** in particular, this gap in human resources policies violates the University’s non-discrimination statement to the extent that not providing said benefits renders lesbian, gay, bisexual, and transgendered-identified (LGBT)-identified employees as being treated differently from all other University employees on the basis of their sexual orientation;
- **Whereas** as of November 2010—according to human resources information readily accessible on their respective websites—an increasing number of peer Jesuit and other Catholic colleges and universities provide LDA plans including but not limited to: DePaul University, Fordham University, Georgetown University, University of San Francisco, Loyola University-Los Angeles, Loyola University-Chicago, Santa Clara University, and Seattle University;
- **Whereas** Marquette’s long historical commitment to the Jesuit tradition of social justice and equity calls the University to join this group;
- **Whereas** failure to provide benefits in a manner that is equitable and fair to all University employees including those with LDAs is an action that is out of line with policies at public institutions, private institutions, and religious institutions with which Marquette regularly competes to attract high-quality faculty and thus makes faculty and administrator recruitment and retention increasingly difficult at Marquette;
- **Whereas** the provision of LDA benefits will enhance the inclusivity and quality of life of the entire Marquette community;

Be it resolved that the University Academic Senate call for the President of Marquette University, Father Robert Wild, to direct that current human resource benefits policies be amended no later than the beginning of the 2011-12 academic year to provide LDA benefits equal to the benefits currently provided to the spouses and dependents of faculty, administrators, and staff.