

To: The Trustees of Indiana University
President and President-Designate of Indiana University
From: Bloomington Faculty Council Agenda Committee
RE: Domestic Partner Benefits Program
Date: March 6, 2007

As was briefly noted at the meeting of the Trustees of Indiana University of March 2, 2007, the General Assembly is considering a proposed Amendment to the Constitution of the State of Indiana related to the definition of marriage in this state and the ability of Indiana courts to interpret Indiana law to "require that marital status or the legal incidents of marriage be conferred upon unmarried couples or groups." The amendment has passed the Indiana Senate (Joint Resolution 7) and is currently being considered in the House (Joint House Resolution 15). If adopted verbatim by this General Assembly, the proposed Constitutional Amendment could be adopted by voters next year.

Because of its possible adverse effects upon the Indiana University community, the Bloomington Faculty Council discussed this matter at its March 6, 2007 and adopted the following resolution which we are now forwarding to you.

Bloomington Faculty Council Resolution
March 6, 2007 -- Regarding the Provision of Domestic Partner Benefits

WHEREAS the General Assembly of Indiana is considering adoption of an Amendment to the Constitution of Indiana related to the definition of marriage in this state and the ability of Indiana courts to interpret Indiana law to "require that marital status or the legal incidents of marriage be conferred upon unmarried couples or groups" and

WHEREAS the Trustees of Indiana University, on September 14, 2001 adopted a policy providing "benefits to same-sex domestic partners of Indiana University employees and students who demonstrate that they are in a verifiably committed relationship" out of a recognition that:

"...Indiana University has a continuing responsibility to provide a comprehensive benefits program for its employees ...is committed to equal opportunity for all persons, and provides its services without regard to gender, age, race, religion, ethnic origin, sexual orientation, veteran status, or disability; ... [and] ... that fairness is one of the core values of the institution, and is crucial to its standing among its peers" and

WHEREAS, since April 1, 2002 Indiana University has provided benefits to same-sex domestic partners of Indiana University employees and students who demonstrate that they are in a verifiably committed relationship and

WHEREAS the principles and circumstances that justified provision of domestic partner benefits continue to require provision of those benefits today and

WHEREAS concern has been expressed that adoption of this proposed Constitutional Amendment might require the discontinuing of Domestic Partner benefits and

WHEREAS doubt about the continuing provision of these benefits may adversely affect the morale of IU faculty and staff, the stature of the University and such matters as faculty recruitment and retention and

WHEREAS the amendment, if adopted in its current form, would not prohibit the University from continuing to voluntarily provide these benefits ...

NOW, THEREFORE BE IT RESOLVED that the Bloomington Faculty Council...

- 1) Expresses its continuing support for the provision of IU benefits to domestic partners as directed by the Board of Trustees' policy adopted September 14, 2001 and
- 2) Expresses its confidence that these benefits will continue to be voluntarily provided by Indiana University regardless of the outcome of this debate in the General Assembly of Indiana and the outcome, should there be one, of any vote on this proposed Constitutional Amendment.

Approved this 6th day of March, 2007