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**ADOPTED – BOARD OF TRUSTEES  
COMMUNITY COLLEGE DISTRICT NO. 508  
MAY 9, 2019**

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508  
COUNTY OF COOK AND STATE OF ILLINOIS**

**RESOLUTION  
TO APPROVE AMENDMENT TO DOMESTIC PARTNER HEALTH AND BEREAVEMENT LEAVE  
BENEFITS POLICY  
OFFICE OF HUMAN RESOURCES AND STAFF DEVELOPMENT**

**WHEREAS**, pursuant to Board Report #24039, adopted October 9, 2003, the Board of Trustees of Community College District No. 508, County of Cook and State of Illinois, joined the ranks of other City and County agencies in providing Domestic Partner Health and Bereavement Leave Benefits to same sex Domestic Partners of qualified employees; and

**WHEREAS**, Board Report #27921, adopted April 12, 2007, amended Board Report #24039 to also provide Domestic Partner Tuition Waiver Benefits to same sex Domestic Partners of qualified employees; and

**WHEREAS**, the District has determined that providing such benefits to qualified employees re-enforces the District's commitment to establishing and maintaining a diverse workforce; and

**WHEREAS**, the District continues to recognize that providing such benefits will also enhance the District's ability to attract talented and qualified individuals to join the ranks of the District's workforce; and

**WHEREAS**, the District believes it is prudent and in the best interests of the District to remove "same sex" as an eligibility requirement for Domestic Partners of qualified employees to receive such benefits; and

**WHEREAS**, it is the recommendation of the Chancellor that the District shall provide Domestic Partners of qualified employees with the same health, bereavement leave and tuition waiver benefits available to legal spouses of individuals employed by the District without regard to sex or gender; and

**WHEREAS**, this policy and procedures shall establish the qualifications for receipt of such benefits and govern the process by which such benefits shall be applied for and granted.

**NOW THEREFORE BE IT RESOLVED**, that the Board of Trustees of Community College District No. 508, County of Cook and State of Illinois, hereby amends the existing Policy on Domestic Partner Health, Tuition Waiver and Bereavement Leave Benefits, to define Domestic Partners and consider their eligibility for benefits without regard to sex or gender, effective July 1, 2019.

**May 9, 2019 – Office of Human Resources and Staff Development**