

**Statement of Support:**

Date: XX/XX/2011

Dear University Senate Officers,

On behalf of *[name of Unit, Organization, Affiliate Group, etc.]*, I/we endorse the University of Maryland University Senate Equity, Diversity, & Inclusion (EDI) Committee's recommendation that coverage of system benefits including sick leave, family and medical leave, bereavement leave, and tuition remission, along with policies on nepotism, be expanded to include same-sex domestic partners. We support the EDI Committee's effort in recommending the following:

- 1) USM Institutions should be authorized to offer the same tuition remission benefits for same-sex domestic partners enrolled at USM institutions that are available to spouses.
- 2) Same-sex domestic partners should be included in the policies, as appropriate, which allow USM employees to use sick leave for illness or injury in the employee's immediate family.
- 3) Same-sex domestic partners should be included in the policies, as appropriate, which allow USM employees to use paid bereavement leave on account of the death of any member of the employee's immediate family.
- 4) The inclusion of same-sex domestic partners in policies regarding family and medical leave should be executed, paralleling policies mandated by Federal law.
- 5) University policies related to nepotism should be extended to include same-sex domestic partners.
- 6) The expansion of system benefits to same-sex domestic partners may be considered a priority in the next go around of negotiations that will replace the Collective Bargaining Agreements set to expire on June 30, 2013 for the University of Maryland College Park. No changes to policies or benefits, such as those listed herein, for employees covered by collective bargaining may occur until after such negotiations take place, as appropriate.

Please consider our endorsement as you review the recommendations of the Senate EDI Committee this fall.

Sincerely,

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