LGBTQA+ BENEFITS AT CARLETON

The LGBTQA+ (lesbian, gay, bisexual, transgender, queer, asexual and other marginalized orientations and gender identities) community at Carleton is vibrant and varied. We are fortunate to work in a supportive and accepting environment where there are many benefits for spouses and partners. Carleton was awarded 4 out of 5 stars on the Campus Pride Index, which is an overall indicator of institutional commitment to LGBTQA+ inclusive policy, program, and practice.

SPOUSE OR DOMESTIC PARTNER INSURANCE

Carleton’s group health plan allows you to add your legal spouse to health, dental, and vision insurance plans, and they can share in your Flexible Spending Account (FSA) and/or your Health Savings Account (HSA). You can also purchase life insurance and accidental death and dismemberment coverage for your spouse. Domestic partners may be included on health, dental, and vision plans only. Domestic partners do not need to be legally registered, but are defined by Carleton as two people “committed to one another’s emotional and financial welfare.”

Insurance coverage for non-married domestic partners is subject to taxation and is considered imputed income. This means that the fair market value of coverage provided to a domestic partner who does not meet the Internal Revenue Code Section 152 definition of a qualified dependent and/or the partner’s children is taxable to the employee. Please contact Human Resources at x7142 for any questions about domestic partner coverage or qualifying life events.

CAMPUS PRIVILEGES FOR YOUR SPOUSE OR PARTNER

Spouses and partners of Carleton employees can enjoy a number of campus benefits:

- Use of Recreation Center. A small fee is associated with use of the Rec Center. To request an ID card for your significant other, please visit the Rec Center together.
- Library Card. You may fill out a form at the library to request a card.
- Attend Carleton courses. Please contact the Registrar’s office for more information.

STAY INFORMED AND GET INVOLVED

The Gender and Sexuality Center offers resources and support to students on healthy sexuality, healthy relationships, sexual violence prevention, and LGBTQA+ issues. The GSC works with other organizations and offices to strengthen and sustain an inclusive campus community welcomes people of all sexual orientations and gender identities by providing support, educational resources, and advocacy. The GSC is located on the ground floor of Scoville.

Visit the Gender and Sexuality Center website to sign up for the weekly GSC e-mail newsletter. Faculty and staff are welcome to attend events sponsored by the GSC, and your presence is especially encouraged at the following annual gatherings:

- New Student Week Rainbow Reception (September)
- National Coming Out Week Faculty & Staff Panel (October)
- National Coming Out Week Chapel Service (October)
- Transgender Day of Remembrance (November)
- Weekend-long Rainbow Retreat (January)
- Pride Banquet (May)
- Twin Cities Pride Parade (June)

Also, watch the Carleton Weekly for announcements of other student, faculty, and staff activities that you might find interesting.

CONTACT US

If you have any questions, feel free to contact us:

Paula Lackie x5607
Academic Technologist, ITS

Andrea Nixon x4043
Director of Educational Research

Laura Haave x7179
Director of Gender and Sexuality Center

Lillian Hollander x7142
Benefits and Training Manager