

- (b) *Declaration of Domestic Partnership.* A "Declaration of Domestic Partnership" is a form provided by the UC Davis campus. By signing it, two people declare, under penalty of perjury, that they meet the requirements of the definition of domestic partnership above when they sign the statement. The form shall require each partner to provide a mailing address.
- (c) *Time Limitations.* A person cannot become and be considered part of a domestic partnership until at least six months after any other domestic partnership of which he or she was a member has ended and a notice that the partnership has ended was given as provided for herein. An exception obtains, however, if the partnership has ended because one of the partners had died.

Ending Domestic Partnerships

Notice the Partnership Has Ended. One or both domestic partners must give notice to the University that the partnership has ended. This notice must be filed with the office of record that has the declaration form.

Personnel's/Student Affairs/Provost's Records

- (a) *Amendments and Declarations.* A domestic partner may amend a Declaration of Domestic Partnership filed with the office of record at any time to show a change of his or her mailing address.
- (b) Notices of Partnership terminations are filed with the office of record.

Author: (entry deleted)
Date: (entry deleted)
Priority: (entry deleted)
TO: (entry deleted)

Subject: (COPY) Re: Berkeley Domestic Partner Statement

----- Message Contents -----

This statement is the culmination of TWO YEARS of work to make Berkeley campus dp benefits more uniform. Especially important is the paragraph about what constitutes proof. All the folks who worked to get this statement--and the chancellor himself--deserve credit for getting this statement in writing.

Cheers,
(name deleted)

Aug 1995,

>

> -----Original message-----

> Here is the Berkeley campus policy on Domestic Partnership access to
> services hot of the presses.

>

> Deans and Directors Memo.

>

> To an increasing extent, questions have arisen as to campus practice
> regarding domestic partners of campus employees & students. In response to
> these concerns, my staff has ascertained which campus units currently offer
> any kinds of
> svcs to legal spouses of campus employees (both academic & staff) & students,
> & what their practice is regarding DP. This review has confirmed that all
> campus units that offer svcs to legal spouses of employees or students either
> are already, or are prepared to commence, giving dp access on the same basis
> as legal spouses.

>

> Please note that not all benefits are under campus jurisdiction. For example,
> retirement & health benefits & student housing policy are controlled at the
> systemwide level, these are currently under review at that level. However,
> for those svcs which fall with the purview of individual campus discretion,
> dp (both same & opposite sex) should be granted access on the same basis as
> legal spouses. Similarly, documentation of DP status should be required only
> to the extent that documentation is required to establish status as a legal
> spouse. This is in accord with our commitment to embracing diversity & to
> treating all members of the campus community equally regardless of sexual
> orientation of marital status.

>

> Chang-Lin Tien

BRIEF HISTORY OF DOMESTIC PARTNERS' BENEFITS PROPOSAL

Prepared by UCLGBA, May 1995

1990-91: In the 1990-91 annual report to the Assembly of the Academic Senate, the University Committee on Affirmative Action submits recommendations in regard to sexual orientation discrimination.

October 1991: Academic council refers one of these recommendations to the University Committee on Faculty Welfare, namely to study the elimination of discrimination on the basis of sexual orientation in the provision of benefits within the University of California.

UCFW forms an Affirmative Action Subcommittee for the purpose of studying the asymmetry in the provision of University benefits, and identifying possible ways of lessening or eliminating asymmetry between married spouses and non-spouse Domestic Partners (NSDP's).

February 12, 1993: The Subcommittee presented its report including its findings and a "menu of options," to the UCFW. The subcommittee defined its study by showing the differences in the availability of university-wide benefits and campus amenities for employees' spouses and their children, as compared to the availability of these benefits and amenities for non-spouse domestic partners (NSPD's) and their children.

June 6, 1993: In response to inquiry by the UCFW, the UC Office of the General Counsel confirms knowing of "no legal bar to a University program affording health care benefits" to NSPD's.

June 23, 1993: University Committee on Faculty Welfare (UCFW) approves a series of recommendations regarding benefits for non-spouse domestic partners.

March 16, 1994: After consultation with Academic Senates at all 9 campuses, the UC Academic Council passes a proposal recommending full access to all benefits for domestic partners. The council supported the extension of benefits to same-sex couples only. The proposal was forwarded to UCOP for action.

November 1994: A written response from President Peltason states that the matter of NSDP benefits is receiving "careful consideration." He indicates the administration will assess: 1) estimated costs of implementing the Academic Council's recommendation and source of funding; 2) positive affect of such policy on academic programs; 3) legal implications of possible adoption; and 4) whether a decision to recognize NSDPs is within the authority of the Board of Regents.

December 1994: President promises UCLGBA a chance for input into the final draft of this report. UCLGBA Chairperson to inform him that a report won't be ready until July 1995.

July 1995: Promised report??

October 1995: President Peltason retires.

A parallel proposal to the UCFW proposal, but which includes staff employees has the support of the Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues on all eight campuses where

they currently exist. (Davis, Irvine, Riverside, Los Angeles, San Francisco, San Diego, Santa Barbara, and Santa Cruz).

Supporters on the UC Berkeley campus of the parallel proposal which includes staff employees are: the Berkeley Staff Assembly (BSA) and the Lesbian Gay Staff Empowerment and Enlightenment (LeGaSEE). This parallel proposal is also endorsed by the Academic Business Officers' Group (ABOG), Alianza, the Asian Pacific Systemwide Alliance (APASA), the Black Staff and Faculty Organization (BSFO), the Publications Roundtable, the University of California Retirees Association of Berkeley (UCRAB), University Council-American Federation of Teachers (UC-AFT) and UPTA.

Date: Sat, 15 Jul 1995 12:02:33 -0700 (PDT)
From: (entry redacted)
Subject: Personal Stories about (lack of) dpb's
To: uclgba@UCLINK.BERKELEY.EDU

**PERSONAL ACCOUNTS FROM FACULTY AND STAFF ON THE IMPORTANCE
OF DOMESTIC PARTNER BENEFITS**

From letters on the issue of Domestic Partners, a picture has emerged which confirms UCLGBA's arguments that implementing benefits for Non-Spouse Domestic Partners, up to and including health and pension survivor benefits, will assist in recruiting top faculty and staff, and improve morale by adhering more closely to the University statements against discrimination based on sexual orientation. Listen to what faculty and staff have to say on the subject:

FACULTY RECRUITMENT AND RETENTION

1) An Assistant Professor at UC Irvine states that, "when I was hired as an Assistant Professor, ... no universities offered domestic partners benefits. Now about 20 schools offer such benefits. These include both private institutions such as Harvard, MIT and the University of Chicago, and public institutions, such as the University of Iowa. Had this been the case when I was on the job market, the domestic partner benefits issue would certainly have affected my choice of academic institution."

2) An Associate Professor of English at UC Riverside states that "I believe that providing benefits to domestic partners is desirable, not only as a matter of principle, but also because it will strengthen the University's ability to compete with other universities in recruiting the best candidate.

"In our searches among top candidates in the field of English, candidates ask about benefits for non-spouse domestic partnerships as often as the ask about day-care. An aggressive policy in this area, moreover, would make us an example to the State of California. Why else do we have a university but to set the example in matters such as this one?"

3) A Professor at the UCLA School of Law raises his concern for the institution, ..."I do not want UCLA to lose potential colleagues to other universities that have already made employment benefits available such families (with domestic partners.)" "As you know, the institutions that have made benefits available to domestic partners include not just the leading private universities that are our strongest competitors for faculty recruits, but state universities under the gaze of legislators in such places as Minnesota and Iowa."

When contacted for this project, this professor pointed out that his own department had recently lost a "star" candidate to a university that offered domestic partners health coverage. The candidate specifically indicated lack of such coverage at UC was an over-riding issue.

4) A Professor of English at UC Berkeley underlines another angle in recruitment, that "vigorous implementation of this (domestic partners) policy would surely help in University efforts to recruit top scholars in the emerging fields of gay and lesbian studies as well as those in other fields to whom the

extension of benefits would apply. I therefore urge its speedy implementation, not only for reasons of equity but because we need all the help we can get in recruitment."

5) Because the offering of domestic partnership benefits has become an important recruiting tool in practice, some departments at the University have already made their own separate agreements (and paid the money) to get faculty candidates for whom this is important.

Of those doctors and professors who have secured such an arrangement, one Associate Professor stated that, "The department of surgery at UCLA pays for my partner's health insurance. I would not have accepted UCLA's offer if I was not offered coverage for my life partner. In fact it was part of my demands for recruitment."

NON-DISCRIMINATION

6) After pointing out that Stanford adopted domestic partners benefits with "no significant cost increases", this Assistant Professor at UCLA School of Medicine stated, "In my own case, my partner and I have been in a long-term committed relationship for the last 6 years. On our fifth anniversary, we had a Commitment Ceremony, performed by our rabbi and attended by four generations of family. We own a house together, share bank accounts, have interlocking wills, donate to charities together, save for retirement together, and hold a family membership at our synagogue in LA.

"In all respects we are a married couple. Not only does UC's denial of benefits to my spouse cause us significant problems with health insurance, it serves as a daily reminder we are second-class members of the UCLA academic family."

7) After making the point that benefits are a part of employees' total compensation for working, the Head of Technical Services at Boalt Hall Law Library at UC Berkeley writes that, "...Currently, the University compensates married employees at a higher rate than unmarried employees. A straight employee can receive that extra compensation by agreeing to marry, but a gay or lesbian employee is totally excluded from that extra compensation. That is clearly unfair, and opposes both the letter of the University's non-discrimination clause, and the spirit of the University's support for cultural diversity in an academic environment."

"I am a gay man who has been in a committed, loving, monogamous relationship with another man for over a decade, yet that relationship currently has no standing with the University. If my lover were to be hit by a car (and did not have his own health insurance), his medical bills could bankrupt us. The financial consequences to us would be equally as devastating as if he were my wife, but I am unable to protect him or me from that eventuality because we are not permitted to marry, since one of us is of the "wrong" gender."

8) An Assistant Professor at UC Santa Barbara has a partner who is an associate professor at another institution. In order to work, they had a "commuting" relationship, as do many faculty these days. "Most couples maintain such relationships by taking sabbatical quarters and leaves-of-absence without pay at times in order to be together and maintain their positions. My colleagues who do this never worry about health benefits because the working partner's benefits cover the non-working partner and this made our decisions that much more difficult and expensive.

"Last year we had a child which highlighted even further the ways UC policies benefit some employees more than others. This year the UC health plans removed the category "other child" from coverage. Since my partner gave birth to our son I am not considered his "parent" even though I claim him on my income tax as my dependent (my partner doesn't.) This used to be sufficient for coverage, but as of the 1995 plan children must be biologically or legally related to the employee to be covered. (As of now there is no legal precedent in Santa Barbara county for second-parent adoption by same-sex

couples.) It has been frustrating, frightening and anxiety-producing to not be able to cover my family for health benefits. It has also been degrading and insulting.

"...This year I interviewed for academic positions elsewhere and half of the colleges/universities at which I interviewed offered domestic partnership benefits. Had this been the case when I was on the market 5 years ago, I would not have chosen UC. At this point I am seriously considering a move to another university and this issue is foremost on my mind. The issue is financial but it is also moral. I do not want to feel like a second-class citizen at the university for which I work so hard."

This person is now planning to leave the University to join her partner at the University of Oregon. UC would not hire her partner, as is done for many straight couples who are professors, in order to retain her. Another example of discrimination in practice against same-sex couples.

9) A staff member of the Women's Resource Center at UC Riverside points out that, "...the University has a policy on non-discrimination which specifically prohibits discrimination on the basis of sexual orientation and marital status. There are then, no compelling reasons why the same benefits should not be available to all University employees. I urge you, from a personal as well as a professional level, to take an active role in eliminating this enormous inequity in compensation programs."

10) A (now former) library staff worker at UCLA wrote that, "I have been in a committed relationship with my partner, Bree for nearly 14 years and we have a son who spends daytime at home with her. This is only possible because Bree is self-employed and working part time. Though it has been difficult financially, we are grateful that we have not had to send our son to daycare at such a young age. Unfortunately, because of our reduced income, we have not been able to afford the \$3500. per year health insurance policy for my partner that we recently cancelled.

"My co-workers who are married would never find themselves in this dilemma as they have the option to cover their spouses on their medical plan. My partner and I would like to be married, however at this time the state of California does not recognize same-gender marriages. In spite of this barrier, numerous forward-looking universities, municipalities, and businesses have provided Gay and Lesbian employees with benefits comparable to that of their married co-workers. Certainly the definition of the "nuclear family" has changed, yet in so many respects of our day to day lives this fact fails to be recognized and reflected."

DEMONSTRATED NEED (or how coverage WOULD have averted a catastrophe)

The following examples 1) would not have occurred if homosexual couples had health coverage like their straight counterparts, 2) illustrate the many difficulties for an employee when their domestic partner is not given health coverage.

In fact there are many hidden costs to not providing coverage: fear and worry about a bankrupting illness or injury; stress which can affect job performance of the employee; lost productivity due to stress and time off.

11) Another Assistant Professor at the UCLA School of Medicine writes that one month after her appointment to the school, "my significant other and domestic partner of 10 years was diagnosed as having metastatic cancer to the liver. She is now undergoing chemotherapy with the aim of prolonging her life and is too ill to work...Adding significantly to our distress is the fact that when my partner's COBRA health insurance coverage runs out, she will be at the mercy of her insurance company, who in

the midst of her terrible battle with cancer is likely to cancel her insurance or raise the premium so high as to make it unaffordable, leaving her without any health care coverage at precisely the point of greatest need."

When contacted for this project, she had this horrific update. "After barely surviving a bone-marrow transplant,... we learned that her law firm of 17 years was dissolving. Guess what? COBRA doesn't pay when an employer goes out of business. We were lucky that another firm did finally agree to take over the plan from the old firm. But that required her to return to work much sooner than she was ready to.

12) A staff member at UC San Diego has a domestic partner of over 10 years. His partner had no health coverage and was in a tragic auto accident in late 1993. The partner was in a coma for part of his hospitalization, and only returned home earlier this year. They had to turn to Medi-cal for coverage of his injuries and rehabilitation, and it has been a real nightmare for them both--financially and emotionally. It has been a constant battle for them to secure proper payment for the cost of treatment and rehabilitation.

13) A library employee at UC Berkeley states, "...last year my partner became unemployed due to corporate down-sizing (after 26 years of service!) and subsequently lost all health benefits. Shortly after, my partner was diagnosed with a terminal illness. This situation has placed a special burden on us both."...

STATEMENT OF THE "COMPETITIVE" ARGUMENT FOR UNIVERSITY OF CALIFORNIA DOMESTIC PARTNERSHIP BENEFITS

In order to recruit and retain outstanding employees, the University of California must provide a competitive package of salary and benefits. We turn first to the provision of health insurance to the domestic partners of UC employees.

In assessing the impact of domestic partner health benefits on UC's ability to compete, it is useful to consider separately faculty and nonacademic staff. For most nonacademic staff positions, the relevant competition comes from private firms and governmental entities within California. A large number of these competing employers currently provide health insurance to the domestic partners of their employees (see attached list). Moreover, they typically provide this coverage to opposite-sex domestic partners as well as the same-sex partners.

It is particularly noteworthy that many of the public employers contain, or are near, five UC campuses: UCB, UCLA, UCSD, and UCSF. Thus, many UC employees currently have alternative public sector employment options which provide health insurance coverage to both opposite-sex and same-sex domestic partners. If UC does not meet this competition, it will face increasing difficulty in recruiting and retaining outstanding nonacademic staff employees.

For faculty and some staff positions, the relevant competition comes from universities nationwide. In setting academic salary scales, UC is guided by the average faculty salaries at the so-called "Comparison Eight" institutions. The attached list shows that five of these (Harvard, M.I.T., Stanford, S.U.N.Y., and Yale) currently provide domestic partner health insurance coverage, and a sixth (University of Michigan) is considering doing so.

While the lack of domestic partner coverage poses difficulties in both recruiting and retaining faculty, it is on the recruitment side that these difficulties are particularly acute. Virtually all scholars accepting faculty positions at UC must relocate, typically from out of state. Accordingly, the spouse or domestic partner must leave his/her current employment, with the resulting loss of health insurance coverage. A spouse can obtain coverage from UC. A domestic partner, however, may well be unable to obtain health insurance coverage¹ on any terms until he or she obtains employment in California. Even then, the job may not provide health insurance, or the insurance provided may contain pre-existing conditions exclusions. This poses a severe impediment to recruiting faculty who have domestic partners. Indeed it even inhibits recruiting faculty who are currently at institutions that do not currently provide domestic partner coverage.

We turn now to the competitive impact of equalizing the treatment of domestic partners in UC's pension plan. UC has a defined benefit plan, in which the pension payable on retirement is determined by the number of years of service, age at retirement, and the employee's highest career earnings. Most American universities provide a defined contribution plan, in which the employer and employee make set contributions; the investment performance determines the size of the pension the employee

¹ The partner could exercise his/her COBRA rights to continue coverage of his/her existing insurance, at his/her own expense. However, this would be of little benefit if, as is increasingly likely, the partner is enrolled in a Health Maintenance Organization (HMO) or Preferred Provider Organization (PPO), since HMO's and PPO's provide coverage through geographically limited networks of doctors and hospitals.

receives at retirement.² Some California employers offer defined benefit plans, while others offer defined contribution plans.

Defined contribution plans inherently treat domestic partners and spouses equally. If an employee wishes to provide for a spouse or domestic partner to continue receiving a pension after the employee's death, the employee pays for this continuation benefit by accepting a reduced pension.³ If an employee dies before retirement, the accumulated value of the plan passes to the employee's heirs.

Most defined benefit plans also treat domestic partners and spouses equally. In order to provide a continuation benefit, the employee must accept a reduce pension. UC's defined benefit plan, however, provides additional benefits to spouses that are not provided to domestic partners. A continuation benefit is automatically provided to an employee's spouse with no reduction in the employee's pension. If an employee dies before retirement, the employee's spouse receives a pension funded by the contributions made by the University and the employee; a domestic partner would receive only the refund of the employee's contributions.

Thus, most American universities, and most California employers, provide pension plans which treat spouses and domestic partners equally. As a consequence, UC is at a substantial competitive disadvantage in recruiting and retaining both faculty and nonacademic staff with domestic partners. Most competing employers' pension plans currently treat domestic partners in the same way as spouses. San Francisco voters have just approved a charter amendment to equalize pension benefits to employees with domestic partners, and it seems likely that other employers who currently do not provide equal treatment will move to do so.

² These are typically provided by Teachers' Insurance and Annuity Association—College Retirement Equities Fund (TIAA-CREF). In addition, TIAA-CRFF has started offering life insurance and supplemental retirement savings plans to the domestic partners of TIAA-CRFF participants.

³ Federal law requires that the employee purchase at least a 50% continuation benefit for the spouse, unless the spouse waives the continuation in writing.

DOMESTIC PARTNERS' BENEFIT STATUS AT UC "COMPARISON EIGHT" INSTITUTIONS AND OTHER COMPETING EMPLOYERS

<u>"Comparison Eight" Schools</u>	Domestic Partner Benefits?	
	<u>YES</u>	<u>NO</u>
Harvard University	YES	
Yale University	YES	
Mass. Institute of Technology	YES	
State University of New York	YES	
Stanford University	YES	
University of Michigan	YES(*)	
University of Illinois		NO
University of Virginia		NO

(*) U. of Michigan added medical coverage for domestic partners)

Twenty-nine other institutions provide domestic partner health insurance coverage, including the following of UC's main competitors:

Brown University	Univ. of British Columbia
City University of New York	Univ. of Chicago
Columbia University	Univ. of Iowa
Cornell University	Univ. of Minnesota
Dartmouth College	Univ. of Pennsylvania
New York University	Univ. of Toronto
Princeton University	Univ. of Colorado

Private employers and governmental entities within California who compete with UC for nonacademic staff and who provide domestic partner benefits:

Advanced Micro Devices	MCA/Universal
Apple Computer	NEXT Computer
Genetech	San Francisco Chronicle
Kaiser Permanente	San Francisco Examiner
KQED	Viacom
Levi Strauss	Warner Brothers
Bay Area Rapid Transit District	City & County of San Francisco
City of Berkeley	City of Santa Cruz
City of San Diego	City of West Hollywood
Pomona College	De Anza Community College
Mills College	

Caltech, JPL to Expand Benefits to Same-Sex Partners

By DENISE HAMILTON
TIMES STAFF WRITER

The California Institute of Technology and NASA's Jet Propulsion Laboratory will offer family benefits beginning May 1 to employees with same-sex domestic partners, officials have announced.

In a memo to employees earlier this month, JPL officials said that offering such benefits is consistent with the university and the space lab's policies of non-discrimination.

"It's certainly seen as a positive thing here on campus; we did it because we were being responsive to people here at Caltech and JPL," said Max Benavidez, a Caltech spokesman.

Caltech employs 2,700 people and Benavidez said he has no idea how many of those would be affected by the new policy. The same is true for JPL, which has about 5,800 employees and is one of the largest employers in the Pasadena area.

Officials said they have been

studying the idea for almost two years and have looked at data that suggest less than 1% of the total work force enrolls in such benefits packages, thus the overall cost of the program will be extremely low.

Several other major universities, such as Harvard and MIT, already offer domestic partner benefits, but the move puts Caltech and JPL ahead of local cities, such as Pasadena.

The decision, which has been downplayed by Caltech and JPL, has already raised controversy, drawing applause from gay and lesbian coalitions and opposition from local conservatives who say it sanctions homosexual lifestyles.

But Duane Petersen, manager of human resources for JPL, said the sexual orientation of the lab's employees is a "non-issue."

COMMENTS ON NUMBERS AND COSTS OF DOMESTIC PARTNER POLICIES

The issue of costs was exhaustively studied over the course of eighteen months by the University Committee on Faculty Welfare (UCFW). This analysis concluded that allowing both same-sex and opposite-sex domestic partners, a policy which avoids divisiveness, would increase UC health insurance costs by two percent or less. If only same-sex partner were included, the costs would be even lower.

Employers who have established domestic partner policies have used varying definitions of domestic partnerships and provided different types of benefits. A range of numbers and costs are revealed in studies done to date.

Information which has been published suggests that the number of people enrolling a domestic partner is a small percentage of the work force. The City of West Hollywood published a 1992 report titled Understanding the Domestic Partner Dilemma: Perspectives of Employer and Insurer. This report found that municipalities that had enacted domestic partner policies had enrollment rates varying from 1% (City/County of San Francisco-287 domestic partner registrants out of 32,500 employees) to 8% (City of Berkeley-116 domestic partner registrants out of 1,475 employees).

A University of Michigan task force studying implementation of domestic partner policies as a part of their Board of Regents Bylaw 14.06 on nondiscrimination reviewed enrollment rates at universities with domestic partner policies. In a March 1994 report, they found enrollment rates varying from .11% (Iowa - 16/14,000) to .44% (Chicago - 27/6,200); the institutions surveyed allowed only same-sex partners to enroll.

UC campuses have about 130,000 employees with an additional 20,000 employees at the laboratories. Of these, about 95,000 are eligible for standard health benefits. If coverage were extended to same- and opposite-sex domestic partners, UCFW estimates indicate that approximately 1,900 domestic partners would be enrolled. If only same-sex partners are included, the experience of the universities surveyed by the University of Michigan indicates that 450 or fewer would be enrolled.

Employers offering domestic partner coverage have consistently found that domestic partners are, on average, no more expensive to cover and possibly less expensive to cover, than spouses.

The University cost for health insurance for an employee spouse is currently \$160 per month, or \$1,920 per year. If same- and opposite-sex domestic partners were enrolled, the cost would be approximately \$3,638,000 per year. If only opposite-sex domestic partners were enrolled, the cost would be \$864,000 or less.

RecCard Eligibility Policies

Faculty/Staff

Faculty - One who has an academic appointment at any UC campus.

Staff - One who has an official staff position at the UCSD.

Category Includes

UC Faculty
UCSD Staff
UCSD Post Docs
UCSD Medical School Residents, Interns and Clinical Faculty
UCSD Medical School Staff
VA Hospital Staff with UCSD Appointment
Salk Institute Staff with UCSD Appointment
UC Agricultural Center Staff
Institute of the Americas Staff
Super Computer Staff
National Marine Fisheries (Southwest Fisheries) Staff
Inter-American Tropical Tuna Commission Staff
Marine Science Institute (UC Santa Barbara) Staff
USE Credit Union Staff
Visiting Professor

Required I.D.

UCSD photo I.D. with proper validation

or

UCSD non-photo I.D. with proper validation and acceptable, 'other' photo I.D..

or

Other appropriate affiliation photo I.D. with proper validation

or

Other appropriate affiliation non-photo I.D. with proper validation and acceptable 'other' photo I.D..

Adult Family Member

Spouse or adult 18 years or older living with principal RecCard holder.

Unmarried dependents (sons and daughters) ages 16 through 21 and able to show verification of residing at the same address as the principal RecCard Holder.

Unmarried dependents (Nieces, nephews, grandchildren, foster children, wards and exchange students) ages 16 through 21 residing at the same address as the principal RecCard Holder

Required I.D.

Verification of residing at the same address as the principal RecCard holder and acceptable, 'other' photo I.D.

Restrictions

Eligible for participation in Intramural Sports during Summer Quarter only.

May purchase multiple quarter RecCard only if the principal RecCard holder has purchased the same multiple quarter RecCard.



J.W. PELTASON
President

OFFICE OF THE PRESIDENT
300 Lakeside Drive
Oakland, California 94612-3550
Phone: (510) 987-9074
Fax: (510) 987-9086

February 2, 1995

CHANCELLORS

Dear Colleagues:

As a follow-up to my recent meeting with members of the UC Lesbian, Gay, and Bisexual Association, I would like to take this opportunity to reaffirm the University's commitment to ensuring that it is a community that welcomes the strengths and contributions of the diverse individuals it embraces, regardless of race, sex, sexual orientation, or any other personal characteristic. This commitment is, as you know, reflected in the University's longstanding policies and practices which protect individuals against discrimination.

I also would like to urge you to continue to support discussions and consultations on your campus of issues important to the lesbian, gay, and bisexual community, and to encourage the inclusion of such issues in programs related to diversity. My colleagues here in the Office of the President will continue our review of the Academic Council's important reports and recommendations on benefits for non-spousal domestic partnerships, and we will follow closely any legislative developments at both the State and the national levels.

I encourage you to continue the dialogue we have begun in the spirit of study, consultation, and debate that is one of our great strengths as a University. Together we can create an environment in which all individuals are welcomed and treated fairly and equitably.

Cordially,

A handwritten signature in black ink, appearing to read "JWP", with a long horizontal line extending to the right.

J. W. Peltason

PAST MEDICAL AND SURGICAL HISTORY _____


ALLERGIES _____

MEDICATIONS (Use generic names) _____

TRANSFUSIONS No Yes Date(s) _____

IMMUNIZATIONS Tetanus _____ Flu _____ Pneumo _____ Other _____

SOCIAL HISTORY AND HABITS

Education _____	Diet _____
Marital Status, Children _____	Drug Abuse _____
Household Members _____	Alcohol _____
Activities/Exercise _____	Caffeine _____
Travel _____	Tobacco _____
Occupational History/Toxin Exposure _____	Sexual Preference  _____
	Other _____

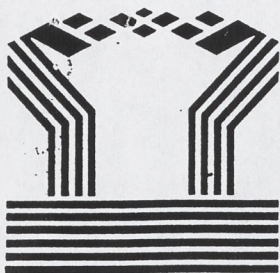
FAMILY HISTORY

Tuberculosis _____	Hypertension _____
Diabetes _____	Cardiac _____
Cancer _____	Mental Health _____
Other _____	

SYSTEM REVIEW Performed (Circle if positive; then describe in space on right.)

General _____	Renal/Urinary _____
Skin _____	Hematologic _____
Eye _____	Endocrine/Metabolic _____
ENT _____	Peripheral Vascular _____
Oral _____	Musculoskeletal _____
Cardio _____	Neurological _____
Pulmonary _____	Psychiatric _____
Gastrointestinal _____	Reproductive _____
Other _____	

GYN: G _____ P _____ AB _____ SB _____ LC _____ Last Pap _____ Menses: LMP _____
 Menarche/Menopause _____ Sexually Transmitted Diseases _____



CENTRAL UNIVERSITY LIBRARY

Research Services Department

Gay and Lesbian Studies: A Reference Guide

ENCYCLOPEDIAS AND HANDBOOKS

Encyclopedia of Homosexuality. 2 vols. 1990.
REF HQ 76.25 .E53 1990 v.1-2

The Alyson Almanac : A Treasury of Information for the Gay and Lesbian Community.
2nd ed. 1990.
REF HQ 76.25 .A48 1990

A Legal Guide for Lesbian and Gay Couples. 3rd ed. 1985.
KF 538 .C87 1985

The Rights of Gay People. Rev. ed. 1983.
HQ 76.3 .U5 R53 1983

AIDS Information Sourcebook. 1st ed. 1988
(UGL) REF RC 607 .A26 A3475 1988

REPRESENTATIVE SUBJECT HEADINGS

Books on this topic may be found in the Online Catalog under the following subject headings:

Afro-American gays	Homosexuality and employment
Afro-American lesbians	Homosexuality in literature
Aged gay men	Homosexuality, Male
Aged lesbians	Lesbian couples
Children of gay parents	Lesbian mothers
Gay couples	Lesbian nuns
Gay clergy	Lesbianism
Gay fathers	Lesbianism in literature
Gay Liberation Movement	Lesbianism -- Latin America
Gay men	Lesbians
Homosexuality	

INDEXES AND ABSTRACTS TO PERIODICAL LITERATURE

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Women Studies Abstracts	3
Current Contents (CC)	on Melvyl
Magazine Index (MAGS)	on Melvyl
National Newspaper Index	on Melvyl

SELECTED PERIODICALS

The Advocate. AP 2 .A26 (Current issues located in CUL Controlled Circulation; back issues on microfiche)

Common Lives/Lesbian Lives. HQ 75.5 .C66
1981-1987 Bound; located in CUL Stacks

Journal of Homosexuality. BIOMED W1 J0579M (1974-

** Other related periodicals such as *Christopher Street*, *Gay Community News*, and *Lesbian Ethics* are available through Interlibrary Loan. For other periodical titles, see also:

International Directory of Gay and Lesbian Periodicals. 1987
REF HQ 76.25 .M35 1987

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AIDS: A Guide to Research Sources. Rev. ed 1989.
REF RA 644 .A25 A318 1989

The Homosexual and Society: An Annotated Bibliography. 1990.
REF HQ 76.25z .R5 1990

Homosexuality: A Research Guide. 1987.
REF HQ 76.25 .D96 1987

The Lesbian In Literature. 3rd ed. 1981.
REF PN 56 .L45z D3 1981

Lesbianism: An Annotated Bibliography and Guide to the Literature. 1988.
REF HQ 75.6 .U5z M33 1988

The Male Homosexual In Literature: A Bibliography. 1982.
REF PN 56 .H57z Y65 1982

SELECTED NON-FICTION

- Homosexualities.** Alan Bell and Martin Weinberg. 1978.
HQ 76.2 .U5 B45
- The Rise of a Gay and Lesbian Movement.** Barry D. Adam. 1987.
HQ 76.5 A33 1987
- Christianity, Social Tolerance, and Homosexuality.** 1980.
HQ 76.3 .E8 B67
- Gay/Lesbian Almanac: A New Documentary.** Jonathan Katz. 1983.
HQ 76.8 .U5 K37 1983
- Odd Girls and Twilight Lovers: A History of Lesbian Life in Twentieth-Century America.** Lillian Faderman. 1991.
HQ 75.6 .U5 F33 1991
- The Homosexual Matrix.** C.A. Tripp. 1975.
HQ 76 T75
- Myths and Mysteries of Same Sex Love.** C. Downing. 1989.
HQ 76.25 .D68 1989
- The Coming Out Stories.** J. Penelope and S. Wolfe, eds. 1980.
HQ 75.3 .C65
- Word Is Out: Stories of Some of Our Lives.** 1978.
HQ 76.3 .U5 A3
- The Male Couple: How Relationships Develop.** 1984.
HQ 76.2 .U5 M38 1984
- Man to Man: Gay Couples in America.** C. Silverstein. 1982.
HQ 76.3 .U5 S57
- The Lesbian Couple.** Donna M. Tanner. 1978.
HQ 75.6 .U5 T35
- Lesbian Crossroads: Personal Stories of Lesbian Struggles and Triumphs.** Ruth Baetz. 1980.
HQ 75.8 .B33
- Coming Out to Parents: A Two-Way Survival Guide for Lesbians and Gay Men and Their Parents.** Mary V. Borhek. 1983.
HQ 75.5 B68 1983
- Gay & Lesbian Parents.** Frederick W. Bozett, ed. 1987.
HQ 76.3 .U5 G37 1987
- Homosexuality: Research Implications for Public Policy.** 1991
HQ 76.3 .U5 H677 1991

BIOGRAPHIES

The Gay Book of Days. 1982.
(BIOGRAPHY) REF HQ 75.2 .G73 1982

The Best Little Boy in the World. 1973.
HQ 76.3 .U5 R44

Diana: A Strange Autobiography. 1975.
HQ 76 .F7 1975

SELECTED LESBIAN FICTION

The Well of Loneliness. Radclyffe Hall. 1928.
PR 6015 .A33 W4

Desert of the Heart. Jane Rule. 1983.
PS 3568 .U4 D4 1983

The Price of Salt. Claire Morgan. 1984.
PS 3558 .I366 P7 1984

Rubyfruit Jungle. Rita Mae Brown. 1973.
PS 3552 .R698 R8

Choices. Nancy Toder. 1980.
PS 3570 .O395 C48

SELECTED GAY MALE FICTION

A Boy's Own Story. Edmund White. 1982.
PS 3573 .H463 B6 1982

A Smile in His Lifetime. Joseph Hansen. 1981.
PS 3558 .A513 S6

Earthly Powers. Anthony Burgess. 1980.
PR 6052 .U638 E2 1980b

City of Night. John Rechy. 1963.
PS 3535 .E214 C5 1963

Maurice: A Novel. E.M. Forster. 1971.
PR 6011 .O58 M3

**** For assistance please ask at the Reference Desk.**

Tatyana L. Eckstrand
10/91

PS 1465 (10/91)

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