



DOMESTIC PARTNER POLICY

PERSONNEL | 300.313

Last Evaluation

03/13/2026

Executive Staff Approval

07/20/2026

Board Approval

08/19/2026

1. Policy Purpose

To establish eligibility requirements for domestic partner benefits for benefits-eligible employees.

2. Definitions

Acceptable documentation - Shall be defined in the MTECH Domestic Partner Procedure and may include documentation demonstrating shared residence and financial interdependence.

Benefits-eligible employee - Benefits-eligible employees are those employees classified as full-time or otherwise designated as benefit-eligible under College policy.

Domestic Partner - An individual who meets all eligibility criteria established under this policy and whose partnership with an employee has been verified through required documentation.

Financial Interdependence - A demonstrated sharing of financial obligations and responsibilities, which may include joint ownership of property, joint financial accounts, shared lease or mortgage obligations, or other documentation specified in administrative procedures.

Termination of Domestic Partnership - The date on which the domestic partners cease to reside together, cease financial interdependence, or otherwise no longer meet eligibility requirements under this policy.

3. Policy

- 3.1 Mountainland Technical College (MTECH) acknowledges the needs of a diverse workforce and desires fairness in providing benefits to eligible employees and their families. Benefits-eligible employees may enroll a qualifying domestic partner in medical, dental, or vision coverage. Qualifying domestic partners are also eligible under policies governing bereavement leave and educational assistance offered to eligible employees.
- 3.2 Qualifying domestic partners are those individuals who meet the following criteria:
- Must be at least 18 years of age;
 - Must reside with the employee in the same domicile for at least the past twelve (12) consecutive months and intend to continue doing so indefinitely;
 - Be financially interdependent with the employee or directly financially dependent upon the employee, as demonstrated by acceptable documentation;
 - Must not be related by blood closer than permitted for marriage under Utah law;
 - Must complete and submit a Declaration of Domestic Partner Form and provide acceptable supporting documentation to Mountainland Technical College as outlined in the MTECH Domestic Partner Procedure.
 - Roommates, siblings, and parents do not qualify as domestic partners under this policy.
- 3.3 Tax implications may apply (imputed income for health benefits).
- 3.4 Employees must notify the College within thirty (30) days of the termination of a domestic partnership. Failure to do so may result in disciplinary action and repayment of improperly received benefits.
- 3.5 Submission of false or misleading documentation may result in disciplinary action up to and including termination of employment.
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4. Appendix

- 4.1 [Declaration of Domestic Partner Form](#)

5. Evaluation History

Last Evaluation	Executive Staff Approval	Board Approval
09/21/2022	09/27/2022	10/19/2022
03/13/2026	07/20/2026	08/19/2026