The following terms and conditions apply to all university medical plans.

ELIGIBLE DEPENDENTS

Spouse

An individual whose marriage to a covered employee is recognized by the Internal Revenue Service for federal income tax purposes.

Dependent child

A dependent child of a covered employee who meets all of the following eligibility criteria:

1. Has not reached the age limit of 26 (e.g., 26th birthday); and
2. Fits into one of the following categories:
   - the employee’s biological child;
   - the employee’s adopted child or child placed with the employee for adoption;
   - the employee’s step-child;
   - the child of the employee’s covered same-sex domestic partner; or
   - the child for whom the employee has legal guardianship.

Dependent child coverage beyond the age limit due to disability

A dependent child may be eligible for continued coverage as a dependent child after attaining age 26 if:

- the child is and continues to be incapable of self-sustaining employment by reason of mental retardation, or mental or physical disability; and
- the child is and continues to be primarily dependent upon the employee for support and maintenance; and
- the child was (1) covered by a university medical plan when he or she reached the limiting age and the employee makes application for continuation of coverage to the university within 31 days after the child reaches the limiting age; or (2) covered as a dependent under the medical plan of his or her parent’s employer immediately prior to a loss of coverage under such plan (documentation of prior coverage required) and the employee makes application for continuation of coverage to the university within 31 days after such loss of coverage occurs. In each case, the employee must provide satisfactory proof of the child’s incapacity and dependence upon the employee; and
- the employee provides proof of the continuance of such incapacity and dependence upon request by the university.

Same-Sex Domestic Partner (Affidavit of Same-Sex Domestic Partnership is required)

The same-sex domestic partner of a covered employee who meets all of the following criteria:

1. Shares a permanent residence with the employee (unless residing in different cities, states or countries on a temporary basis);
2. Is the sole same-sex domestic partner of the employee, has been in a relationship with the employee for at least six (6) months and intends to remain in the relationship indefinitely;
3. Is of the same sex as the employee and is not currently married to or legally separated from another person under either statutory or common law;
4. Shares responsibility with the employee for each other’s common welfare;
5. Is at least eighteen (18) years of age and mentally competent to consent to contract;
6. Is not related to the employee by blood to a degree of closeness that would prohibit marriage in the state in which they legally reside; and
7. Is financially interdependent with the employee in accordance with the plan requirements outlined by Ohio State below. Financial interdependence may be demonstrated by the existence of three (3) of the following:
   - joint ownership of real estate property or joint tenancy on a residential lease
   - joint ownership of an automobile
   - joint bank or credit account
   - joint liabilities (e.g., credit cards or loans)
   - a will designating the same-sex domestic partner as primary beneficiary
   - a retirement plan or life insurance policy beneficiary designation form designating the same-sex domestic partner as primary beneficiary
   - a durable power of attorney signed to the effect that the employee and the same-sex domestic partner have granted powers to one another.

INELEGIBLE DEPENDENTS

- A spouse, same-sex domestic partner or sponsored dependent who would otherwise be eligible for coverage, but who is on active duty in any military, naval or air force of any country is not eligible for coverage during the period of active duty.
- Dependents who do not meet the eligibility requirements outlined in this section.