IV.
EMPLOYEE BENEFITS AND SERVICES

The existence of the following employee benefits and plans, in and of themselves, does not signify that an employee will be employed for the requisite time necessary to qualify for these benefits and plans.

As they relate to benefits at Elon University, the terms “spouse/qualifying partner” and “dependent” are defined as follows:

Spouse/qualifying partner is either an individual who is in a marriage recognized by the law in the state of residence or an individual with a qualifying same-sex or opposite-sex partner, as determined through the Office of Human Resources.

Dependent is the spouse/qualifying partner and all unmarried children, including an adopted son or daughter and stepson or stepdaughter.