

### **Marriage Equality in the Commonwealth of Virginia**

Effective October 6, 2014, same-sex marriage became legal in Virginia. As a result, Loudoun County Public Schools (LCPS) will begin offering benefits to the same-sex spouse of any employee to whom they are legally married.

LCPS requires documentation demonstrating all insured dependents meet eligibility criteria. Employees who are able to provide proof of same-sex marriage prior to October 6, 2014 will have 30 calendar days from October 6, 2014 (the qualifying event date) to submit enrollment forms and applicable documentation. Coverage would become effective the first of the month following the timely receipt of this paperwork in the Employee Health, Wellness and Benefits office. Employees marrying after October 6, 2014 will have 30 days from the date of their marriage to submit the required forms and documentation. Forms and guidance on adding a dependent can be found on the Employee Health, Wellness and Benefits website.