



# Dependent Verification for Insurance Coverage

**Documentation must be provided if you wish to add a spouse or dependent child to your health, dental or vision coverage. This takes effect October 2016.**

Coverage can be added within one month (31 days max) of: 1) initial eligibility as a new hire, 2) a change in status to benefits-eligible, 3) a qualifying life event; or 4) during an announced open enrollment period. Enrollment is effective within the next available coverage start date – generally the first of the following month – and is not retroactive (exception for newborns).

All supporting documentation as described below must be submitted at the time of enrollment. Benefit enrollment forms to enroll dependents will not be accepted if documentation is not provided. Therefore you may be required to re-complete forms for “employee only” coverage initially, with the option to revise your enrollment.

*This certifies that all dependents covered under my health, dental or vision insurance are my legal dependents as defined below. I understand that insurance fraud is generally defined as the “intentional misrepresentation of material facts and circumstances to an insurance company to obtain payment that would not otherwise be made” and disciplinary action will be taken, up to and including termination, should this occur. In addition, I understand I will be held liable for any claims or fees incurred for the individual that is not a dependent.*

\_\_\_\_\_  
Signature of Employee

\_\_\_\_\_  
Soc. Sec. Number or BASIS ID #

\_\_\_\_\_  
Date

**Documentation Provided Includes:**

Send fully legible photocopies only, not originals. Commemorative certificates and un-recorded documents are NOT acceptable.

Proof for Legal Spouse

- Marriage License that is government-issued and signed by the country clerk, state registrar or other assigned government official. Must carry the seal of that office documenting the license has been recorded.

Proof for Dependent Child under age 26

- Biological Child: government-issued Birth Certificate identifying you as the parent
- Newborn Child less than 31 days old: hospital issued Birth Certificate can be accepted
- Step-Child: government-issued Birth Certificate identifying your spouse as a parent AND a government-issued Marriage License showing you are married to the parent
- Adopted Child: court document showing adoption placement, petition for adoption or final adoption certificate; date of birth must be included
- Legal Ward/Guardian Child/Foster Child under age 18: court or agency documentation AND a government-issued Birth Certificate
- Medical Support Court Order: court documentation ordering you to provide insurance for your biological child
- Adult Disabled Child: government-issued Birth Certificate identifying you as the parent AND medical certification of disability prior to age 26. If the adult disabled child is your step-child, a government-issued Marriage License showing you are married to the parent is also required.

HUMAN RESOURCES OFFICE USE ONLY

Date/Initial \_\_\_\_\_

This certifies that proper documentation was received to verify that all dependents covered on the University of Arkansas health, dental and vision plans are legal dependents