

**INITIATING COMPLAINTS OF DISCRIMINATION AND/OR HARASSMENT, INCLUDING SEXUAL HARASSMENT:** Any employee (faculty, staff or student employee) or applicant for employment may initiate a complaint during normal office hours of 8:00 a.m.-5:00 p.m., Monday-Friday by contacting Employee Relations or the EEO/Title IX Coordinator in the Office of Legal Counsel as indicated below.

Erika Cerda, Director Employee Relations  
Employee Relations, Offices of Human Resources  
Room 317D, Nigh University Center  
100 N University Drive  
Edmond, OK 73034  
Phone: (405) 974-2932 or (405) 974-2366  
Fax: (405) 974-3827  
[ecerda@uco.edu](mailto:ecerda@uco.edu)

~~Diane Feinberg~~ ~~David Herd, Interim~~ Assistant Vice President  
Offices of Human Resources  
Room 204, Lillard Administration Building  
100 N. University Drive  
Edmond, OK 73034  
Phone: (405) 974-2366  
Fax: (405) 974-3827  
Email: ~~[dfeinberg@uco.edu](mailto:dfeinberg@uco.edu)~~ ~~[dherd1@uco.edu](mailto:dherd1@uco.edu)~~

## **BENEFIT OPTIONS**

### ***Health Insurance***

UCO contributes a defined amount per month to health insurance premiums for all full-time employees. ~~UCO pays for health insurance for the employee.~~ Coverage for health insurance is effective the first day of the month after employment begins. ~~Employees who waive medical coverage will receive \$150 per month, which can be used to elect additional benefits. If an employee is verifiably covered by another plan, he or she may be entitled to receive a pre-determined dollar amount that UCO would otherwise pay towards the employee's UCO provided health coverage.~~ Coverage is also available for the employee's spouse and/or dependent child/children. ~~Employees may cover a spouse and/or a child(ren) at a cost.~~ Employees and/or dependents are eligible to continue health insurance through the provisions of the Consolidated Omnibus Budget Reconciliation Act ~~COBRA~~ (COBRA, a federally mandated program) in the event of the ~~an~~ employee's termination, death, divorce, or when a dependent child reaches maximum age eligibility.