



# LGBT+ Community in the Foreign Service

## U.S. Department of State Resources

### Bureau of Consular Affairs

- Country Specific Information – <http://go.usa.gov/3bdMh>
- LGBT Travel Information – <http://go.usa.gov/3bdeG>

### Diplopedia

- Diplopedia page on Cohabitation and Marriage Abroad – <http://snip.state.gov/b65> (Intranet)
- LGBT page – <http://snip.state.gov/b66> (Intranet)

### FAM/FAH/DSSR Regulations

- 3 FAH-1 H-1520 Sexual Orientation Discrimination - <https://fam.state.gov/FAM/03FAH01/03FAH011520.html>
- Work/Life Listing of FAM/DSSR Regulations - <http://snip.state.gov/b68> (Intranet)

### FSI Transition Center

- OBC's Personal Post Insights (for anonymous comments about LGBT+ life at post) - <http://snip.state.gov/b69> (Intranet)
- OBC's Post Info to Go – <http://tc.fsi.state.sbu/PITG/> (Intranet)
- Training Division – LGBT+ Employees and Families in Foreign Affairs Agencies (MQ130) - <http://go.usa.gov/3bwkk>

### Bureau of Human Resources

#### Points of Contact:

- DG Direct – [DGDirect@State.gov](mailto:DGDirect@State.gov)
- Domestic Partners Information – [DomesticPartners@State.gov](mailto:DomesticPartners@State.gov)

#### HR Worklife LGBT Site

- Main Page – <http://snip.state.gov/b6a> (Intranet)
- FAQs – <http://snip.state.gov/b6b> (Intranet)
- Points of Contact for DoS, GLIFAA, USAID, FCS, FAS, Broadcasting Board of Governors – <http://snip.state.gov/b6c> (Intranet)
- Listing of FAM/DSSR Regulations – <http://snip.state.gov/b68> (Intranet)

#### SUMMARY:

Learn about the LGBT community in the Foreign Service.

#### CATEGORIES:

LGBT  
Spouse  
Same-Sex Domestic Partner

#### INTERNET:

N/A

#### INTRANET:

Web only

### *Family Liaison Office (FLO)*

- Adding a Family Member (Spouse, Partner, and Other Family Members) to Your Orders - <http://go.usa.gov/3bvR9>
- Members of Household - <http://go.usa.gov/3bvEJ>

### *Forms*

- Affidavit Pursuant to Declaring Domestic Partner Relationships - <http://go.usa.gov/3bvpW>

## **International LGBT Travel**

- New York Times Travel Guides: Gays and Lesbians – [www.nytimes.com/travel/guides/activities-and-interests/gay-and-lesbian/overview.html](http://www.nytimes.com/travel/guides/activities-and-interests/gay-and-lesbian/overview.html)
- Expat Exchange GIG Geneva - [www.expatsexchange.com/advice/74/11695/104/Switzerland/Info-about-Geneva](http://www.expatsexchange.com/advice/74/11695/104/Switzerland/Info-about-Geneva)
- International Gay & Lesbian Travel Association - [www.iglta.org](http://www.iglta.org)
- Insider's Guide to Gay Travel: Passport Online - [www.passportmagazine.com](http://www.passportmagazine.com)
- Out Traveler - [www.outtraveler.com](http://www.outtraveler.com)
- Purple Roofs - [www.purpleroofs.com](http://www.purpleroofs.com)
- Spartacus International Gay Guide (also books and free mobile app) -- [www.spartacusworld.com](http://www.spartacusworld.com)
- Tales from a Small Planet's Real Post Reports (contain a question about life for gay/lesbian expats in the country) – [www.talesmag.com/real-post-reports](http://www.talesmag.com/real-post-reports)

## **Insurance**

- American Foreign Service Protective Association (AFSPA) offers plans for MOHs (defined as domestic partners, parents and children over age 26) who do not qualify for the FEHB. [www.AFSPA.org](http://www.AFSPA.org) | [AFSPA@AFSPA.org](mailto:AFSPA@AFSPA.org)
- Clements Worldwide: Global Care International Health Insurance [www.clements.com/life\\_health/default.asp](http://www.clements.com/life_health/default.asp)
- Federal Long Term Care Insurance Program - [www.ltcfeds.com](http://www.ltcfeds.com)

## **Organizations and Resources**

- Gays and Lesbians in Foreign Affairs Agencies (GLIFAA) - [www.glifaa.org](http://www.glifaa.org)
  - Post Reps - [www.glifaa.org/content/post-representatives](http://www.glifaa.org/content/post-representatives)
- MOH Yahoo! Group – [www.groups.yahoo.com/group/MOH\\_Network](http://www.groups.yahoo.com/group/MOH_Network)
- Federal Globe (LGBT Federal Government Employees) - [www.fedglobe.org](http://www.fedglobe.org)
- American Civil Liberties Union - [www.aclu.org/lgbt-rights](http://www.aclu.org/lgbt-rights)
- American Foreign Service Association (AFSA) – [www.afsa.org](http://www.afsa.org)
- American Federation of Government Employees (AFGE) - [www.afge.org](http://www.afge.org)
- Amnesty International - [www.amnestyusa.org/our-work/issues/lgbt-rights](http://www.amnestyusa.org/our-work/issues/lgbt-rights)
- Council for Global Equality - [www.globalequality.org](http://www.globalequality.org)
- Council of Europe - [www.coe.int/en/web/commissioner/thematic-work/LGBTI](http://www.coe.int/en/web/commissioner/thematic-work/LGBTI)
- Freestate Justice (Maryland's LGBT organization) - <https://freestate-justice.org/>
- Gay and Lesbian Alliance Against Defamation - [www.glaad.org](http://www.glaad.org)
- Human Rights Campaign – [www.hrc.org](http://www.hrc.org)
  - Blog -- [www.hrc.org/blog](http://www.hrc.org/blog)
- Outright Action International – <https://www.outrightinternational.org/>

- International Lesbian, Gay, Bisexual, Trans, and Intersex Association – <http://ilga.org/>
- LGBT Peace Corp Alum – [www.lgbrpcv.org](http://www.lgbrpcv.org)
- National Gay and Lesbian Task Force - [www.thetaskforce.org](http://www.thetaskforce.org)
  - Blog – <http://thetaskforceblog.org>
- The National Conference on LGBT Equality - <https://www.creatingchange.org/>
- Office of Personnel Management (FAQs-Benefits for LGBT Federal Employees and Annuitants) – <https://www.opm.gov/faqs/topic/benefitsforlgbt/index.aspx>
- Office of the UN High commissioner for Human Rights – [www.ohchr.org](http://www.ohchr.org)
- Out and Equal: Work Place Advocates – [www.outandequal.org](http://www.outandequal.org)

## News

- Advocate - [www.advocate.com](http://www.advocate.com)
- Here Media - [www.heremedia.com](http://www.heremedia.com)
- Pink News - [www.pinknews.co.uk/world-news](http://www.pinknews.co.uk/world-news)
- Planet Out - [www.paulcolichman.com](http://www.paulcolichman.com)

## U.S. Department of State ALDACS / Department Cables

- Global Equality Fund Annual Report 2015 <http://www.state.gov/globalequality/releases/259029.htm>

The following intranet links to ALDACS / Department Cables provide official Department of State guidance on Same-Sex Domestic Partners, with the most recent listed first.

- Accreditation of Same-Sex Spouses ([15 STATE 21721](#), April 14, 2015) <http://snip.state.gov/bkq>
- Revisions to 7 FAM to Conform Text to Supreme Court Decision in Windsor v. United States on Same-Sex Marriage ([14 STATE 122792](#) October 15, 2014) <http://snip.state.gov/bkr>
- Needs Assessment: Diplomatic Tools and Resources to Advance the Human Rights of LGBT Persons ([14 STATE 109048](#) September 08, 2014) <http://snip.state.gov/bks>
- Accreditation of Same-Sex Spouses (14 STATE 67212, June 3, 2014) – <http://snip.state.gov/b6s>
- [Coverage for Children of Same-Sex Domestic Partners under the Federal Employee Health Benefits Program \(FEHB\) and the Federal Employees Dental and Vision Insurance \(FEDVIP\) Program \(13 STATE 169784, December 24, 2013\)](#) – <http://snip.state.gov/b6t>
- Family and Medical Leave Act (FMLA) Coverage of Same-Sex Spouses (13 STATE 151084, November 5, 2013) – <http://snip.state.gov/b6u>
- Next Steps on DOMA – Guidance for Posts (13 STATE 146126, October 23, 2013) – <http://snip.state.gov/b6v>
- Federal Employees Benefits: Additional Coverage for Same-Sex Spouses, Annuitants and Their Families (13 STATE 123028, August 23, 2013) – <http://snip.state.gov/b6w>
- Foreign Service Retirement Benefits for Same-Sex Spouses: Updated Guidance (13 STATE 117090, August 10, 2013) – <http://snip.state.gov/b6x>
- Employee Responsibilities during Impending Dissolution of Marriage or Domestic Partnership (13 STATE 113568, August 2, 2013) – <http://snip.state.gov/b6y>

- Next Steps on DOMA – Guidance for Posts (13 STATE 112850, August 2, 2013) – <http://snip.state.gov/b6z>
- Federal Employee Benefits: Additional Guidance on Coverage for Same-Sex Spouses, Annuitants and Their Families (13 STATE 109222, July 26, 2013) – <http://snip.state.gov/b70>
- Federal Employee Benefits: Guidance on the Extension of Benefits to Married Gay and Lesbian Federal Employees, Annuitants and Their Families (13 STATE 100182, July 8, 2013) – <http://snip.state.gov/b71>
- Foreign Service Retirement Benefits for Same-Sex Spouses (13 STATE 99874, July 6, 2013) – <http://snip.state.gov/b72>
- Supreme Court Ruling on Defense of Marriage Act (13 STATE 73171, July 1, 2013) – <http://snip.state.gov/b73>
- State Department’s LGBT Toolkit, Engagement, and Action (12 STATE 62282, June 19, 2012) – <http://snip.state.gov/b74>
- [Designation of the Department of State's Bureau of Human Resources \(DGHR\) as an Exchange Visitor Program Sponsor \(J-1\) to facilitate entry to the United States of Non-U.S.- Citizen Same-Sex Domestic Partners of Members of the Foreign Service \(11 STATE 11470, February 8, 2011\) – http://snip.state.gov/b75](http://snip.state.gov/b75)
- Standard Operating Procedures for CDOs on Same-Sex Domestic Partners (10 STATE 130345, December 2, 2010) – <http://snip.state.gov/b76>
- Federal Long Term Care Insurance Program (FLTCIP): Qualified Relatives Now Include Same-Sex Domestic Partners (10 STATE 65629, June 23, 2010) – <http://snip.state.gov/b77>
- Update – Implementing Benefits for Same-Sex Domestic Partners of Foreign Service Employees Serving Abroad (09 STATE 76103, July 21, 2009) – <http://snip.state.gov/b78>
- Travel and Transportation Guidelines for Same-Sex Domestic Partners (09 STATE 68518, July 1, 2009) – <http://snip.state.gov/b79>
- Benefits for Same-Sex Domestic Partners of Foreign Service Employees (09 STATE 63819, June 19, 2009) – <http://snip.state.gov/b7a>