

Adoption Assistance Benefit

What Is The Adoption Assistance Benefit?

The Adoption Assistance Benefit reimburses eligible associates for certain expenses related to the adoption of a child. Review the Adoption Assistance Policy on eSource for eligibility guidelines. There is a lifetime maximum limit of two (2) adoptions per associate.

What Expenses Are Eligible for Reimbursement?

The program reimburses up to a maximum of \$13,460 in eligible expenses, including:

- Legal fees and court fees
- Adoption agency fees, including foreign adoption fees (agency must be licensed by the State of Ohio)
- Required medical exams for the child and/or the adopting parent(s)
- Initial immunizations for the child
- Transportation costs to bring the child to the adopting parents (or for the adult accompanying the child to the United States, if applicable)
- Other reasonable and customary expenses the adopting parents are legally required to pay, considered on a case by case basis
- Eligible expenses for kinship adoptions, defined as the adoption of a grandchild, sibling, niece or nephew, or cousin

What Expenses Are Not Eligible for Reimbursement?

- Expenses for adopting the biological or adopted child of a spouse, including step-children
- Adoptions of someone older than 18 years of age, or someone who is married
- Cost of personal items for parents or child during or after the adoption, such as clothing or food
- Expenses provided by other adoption assistance programs
- If applicable, expenses related to the surrogate parent prior to the adoption

How Can I Learn More?

- Visit eSource or contact the [HR Resource Center](#) at 614-533-8888.