To: The Purdue University Senate   
From: Stephen P. Beaudoin   
Subject: The Purdue University Senate Requests that Purdue University Modify Its Health Insurance Plan to Fully Comply with Indiana Autism Mandate under the Purdue University Employee Plans   
Disposition: University Senate for Approval

Purdue University Senate Resolution Regarding Health Insurance Coverage for Autism Treatment, Including Full Compliance with the Indiana Autism Mandate, Under the Purdue University Employee Plans

WHEREAS: Most Universities which compete with Purdue to recruit and retain top faculty offer superior coverage for autism spectrum disorder therapies compared to the coverage offered at Purdue;

WHEREAS: The cost to Purdue to provide therapies that meet the current standard-of-care for autism spectrum disorders is a small fraction of Purdue’s overall insurance budget;

WHEREAS: The taxpayers of the State of Indiana save more than $2 million/child when appropriate therapy for autism spectrum disorders is provided compared to when it is not;

WHEREAS: “Purdue University is committed to maintaining a community which recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding, and mutual respect among members; and encourages each individual to strive to reach his or her own potential;”1

WHEREAS: “Purdue University does not condone and will not tolerate discrimination against any individual on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, disability…;”1

WHEREAS: Purdue University policy “helps to further the resolution of the Board of Trustees and to ensure the University’s compliance with state and federal laws and regulations, including but not limited to: … Americans with Disabilities Act of 1990, as amended…;”1

WHEREAS: Purdue University’s health benefit must also reflect these ideals;

WHEREAS: The State of Indiana was the first state in the nation to pass comprehensive health insurance reform mandating coverage for the treatment of autism, in 2001, covering all medically necessary services outlined in the person’s treatment plan, including ABA for all HMOs, individual, small group and large group plans;2

WHEREAS: The mandate law passed with broad bipartisan support as an effort to reduce discrimination against persons with autism in the health insurance industry;2
WHEREAS: Thirty-seven states across the country mandate comprehensive health insurance coverage for autism treatment, including speech, occupational, physical, eating, and behavioral (ABA) therapy;

WHEREAS: The State of Indiana Code identifies autism spectrum disorder as a chronic neurological condition, and the Purdue University Employee Health Plans currently offer coverage for medically necessary services for all other neurological conditions, except for autism;

WHEREAS: Court rulings across the country have determined that ABA therapy is medical (not educational), evidence-based, and effective, thus ruling that the defendant companies must cover treatment;

WHEREAS: ABA therapy is supported as the best evidence-based treatment for autism by over 50 years of research;

WHEREAS: Speech therapy, occupational therapy, eating therapy, and other routine therapies commonly prescribed for the treatment of autism are routine, generally-accepted medically-based therapies that are well-accepted for treatment of a multitude of injuries and disorders;

WHEREAS: Court rulings across the country have determined that denying ABA and other medically-appropriate autism therapy coverage for persons with autism violates the Federal Mental Health Parity Act of 2008 and state Mental Health Parity Acts; e.g., and

WHEREAS: The Americans with Disabilities Act, Title II “… applies to State and local government entities, and, in subtitle A, protects qualified individuals with disabilities from discrimination on the basis of disability in services, programs, and activities provided by State and local government entities. Title II extends the prohibition on discrimination established by section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 794, to all activities of State and local governments regardless of whether these entities receive Federal financial assistance.”

THEREFORE, BE IT RESOLVED THAT:

The Purdue University Senate endorses the addition of an autism health insurance benefit in full compliance with the Indiana Autism Mandate as a competitive, moral, financial and legal imperative to the mission, vision and values of Purdue University.

Respectfully Submitted,
Stephen P. Beaudoin

2) Indiana Code 27-8-14.2 (the Indiana Autism Mandate) (http://iga.in.gov/legislative/laws/2014/ie/titles/027/articles/008/#document-chapter-14.2)
3) O.S.T. v Regence Blue Shield (Washington), 10/9/14
4) *A.V. v Providence Health Plan* (Oregon), 8/8/14

5) Americans with Disabilities Act ([http://www.ada.gov/ada_title_II.htm](http://www.ada.gov/ada_title_II.htm))