

The University of California's comprehensive medical benefits encompass the broad needs of our diverse workforce to keep our employees, retirees and their family members healthy. Nearly all of UC's medical plans offer benefits for transgender health as highlighted in this fact sheet.

WHAT UC HEALTH BENEFITS COVER

UC's health plans cover a wide range of transgender health benefits; however, there are some variations between plans. Check your medical plan's Evidence of Coverage booklet or call the carrier directly for additional details, including requirements for prior authorization and applicable co-pays and deductibles.

UC MEDICAL PLAN COVERAGE TYPICALLY COVERS

- Medical office visits
- Prescription drugs
- Hormonal therapy
- Determining patient's medical readiness for surgery
- Gender reassignment surgery
- Anesthesia
- Hospital/skilled nursing facility

UC BEHAVIORAL HEALTH PLAN COVERAGE TYPICALLY COVERS

- Psychological counseling
- Pre-transgender surgery clinical assessment
- Two independent physician/clinician certifications
- Determining patient's readiness for surgery

For employees enrolled in Kaiser Permanente, behavioral health benefits are available through Optum or Kaiser. However, Kaiser members who receive transgender counseling from Optum must receive counseling and approval from Kaiser for any medical procedure.

By authority of the Regents, University of California Human Resources, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations for Faculty and Staff, group insurance contracts, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by the Regents. Source documents are available for inspection upon request (800-888-8267). What is written here does not constitute a guarantee of plan coverage or benefits—particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, retirees, and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums, employer contributions and monthly costs at any time. Health and welfare benefits are not accrued or vested benefit entitlements. UC's contribution toward the monthly cost of the coverage is determined by UC and may change or stop altogether, and may be affected by the state of California's annual budget appropriation. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. For more information, employees should contact their Human Resources Office and retirees should call the Retirement Administration Service Center (800-888-8267).

In conformance with applicable law and University policy, the University is an affirmative action/equal opportunity employer. Please send inquiries regarding the University's affirmative action and equal opportunity policies for staff to Systemwide AA/EEO Policy Coordinator, University of California, Office of the President, 1111 Franklin Street, 5th Floor, Oakland, CA 94607, and for faculty to the Office of Academic Personnel and Programs, University of California Office of the President, 1111 Franklin Street, Oakland, CA 94607.

In certain situations, travel expenses to a surgical facility may also be covered. These benefits could include reimbursement for airfare, hotel stays and meals. These expenses should be discussed with the plan during the preauthorization process.

Medical plan copayments and coinsurance payments for transgender health procedures are eligible for reimbursement from the UC Health Flexible Spending Account if they are medically necessary.

MORE ABOUT TRANSGENDER HEALTH BENEFITS

Generally, UC's medical plan transgender health benefits are based on medical necessity and guidelines (Standards of Care 7th Version) provided by the World Professional Association for Transgender Health (WPATH).

For more information about transgender health, visit WPATH at www.wpath.org. WPATH is a professional organization devoted to understanding gender identity. Additional resources are available through the Center of Excellence for Transgender Health (www.transhealth.ucsf.edu) whose mission is to increase access to comprehensive, effective and affirming health care services for trans- and gender-variant communities.

For additional help with UC's transgender health benefits, consult with a UC Health Care Facilitator and/or call the member services number on your medical plan identification card.

After transgender procedures are completed, human resources and benefits records should be updated; contact the local benefits office for help.

This fact sheet does not offer a guarantee of coverage. Check the medical plan's booklet for details regarding eligibility for transgender health benefits and covered/exclusive care. All services require preauthorization and/or may require members to follow plan guidelines in obtaining services to ensure services are covered.