

# Gender Affirmation Benefits

Expanded Services

October 20, 2021



## Welcome: Today's Discussion

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- Introductions
- Benefits Background
- Justin Bernardo's Story
- Gender-affirming Benefits Overview
- Resources and Support
- Q&A



## Background

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- Columbia University Human Resources requested that Willis Towers Watson (WTW) conduct a review of its health and welfare benefit plan provisions, with a lens towards diversity and inclusion.
- Review focused on benefits where there was an I&D link: eligibility, family based benefits within the traditional health programs, transgender benefits and leave of absence. Analysis, workshops and summary of findings completed January 2020.
- Outcomes:
  - **Family Building Benefits:** Removal of infertile diagnosis/definition requirement for access to benefits implemented **January 1, 2021**. Gender Dysphoria diagnosis added to limited egg preservation benefit **January 1, 2022**.
  - **Adoption Assistance:** Adoption Assistance Reimbursement increased to \$7,500 from \$5,000 per child, and expanded eligibility to include the adoption of the child of a legal spouse or Same Sex Domestic Partner, implemented **January 1, 2021**.
  - **Non-binary designation in CUBES** for employees and dependents implement **January 1, 2021** allowing for full access to medical, dental, vision and prescription drug care.
  - **Paid Parental Leave** implemented **January 1, 2021** for Officers of Administration. See <https://universitypolicies.columbia.edu/content/parental-care-leave-policy>.
  - **Gender Affirmation Care** expansion to include previously designated cosmetic services, when medically necessary, **January 1, 2022**.

## Justin's Story

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## Gender Affirmation Benefits Overview

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Starting January 1, 2022, Columbia University will be offering expanded gender-affirming benefits to you and your family.

These benefits are based in part on the Standards of Care published by the World Professional Association for Transgender Health (WPATH), in addition to other recommendations.

Members are not required to identify their gender in order to access care.

### Covered services\*

- Behavioral health services
- Body contouring
- Fertility services (*New*)
- Hair-related services such as electrolysis/laser hair removal, hair transplantation or prescription medications (*New*)
- Hormone therapy and side effects of hormone therapy
- Post-surgical follow-up
- Surgery (*New*)
  - Facial procedures
  - Chest procedures
  - Genital procedures
- Treatment of children and adolescents:
  - Therapy and other mental health-related services
  - Puberty suppression-related prescription medications
- Voice modification therapy/ training (*New*)

## Covered Surgical Procedures

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### Facial & Body Procedures\*

- Blepharoplasty (eyelid surgery)
- Facial bone remodeling for facial feminization or masculinization
- Laser or electrolysis hair removal not related to genital reconstruction
- Liposuction as part of facial surgeries (suction-assisted lipectomy)
- Thyroid cartilage reduction/reduction thyroid chondroplasty/trachea shave (removal or reduction of the Adam's apple)

### Chest Procedures\*

- Breast enlargement, including augmentation mammoplasty and breast implants
- Nipple/areola reconstruction
- Pectoral implants for chest masculinization



# Covered Surgical Procedures

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## Genital Procedures\*

- Clitoroplasty (creation of clitoris)
- Hysterectomy (removal of uterus, fallopian tubes and/or ovaries)
- Labiaplasty (creation of labia)
- Laser or electrolysis hair removal before genital reconstruction prescribed by a physician for the treatment of gender dysphoria
- Metoidioplasty (using the clitoris to create a penis)
- Orchiectomy (removal of testicles)
- Perineoplasty (repair of perineum)
- Penectomy (removal of penis)
- Penile prosthesis
- Phalloplasty (creation of penis)
- Scrotoplasty (creation of scrotum)
- Testicular prostheses
- Urethroplasty (reconstruction of urethra)
- Vaginectomy (removal of vagina)
- Vaginoplasty (creation of vagina)
- Vulvectomy (removal of vulva)

# Gender Affirmation Support

## Confidential Support from UnitedHealthcare (UHC)

Your UnitedHealthcare Advocate team is committed to helping members find quality, gender-affirming care. **They can help you:**

- Get answers to your questions
- Find network providers, including behavioral health providers who specialize in gender-affirming care
- Understand claims, referrals and the precertification process
- Get prescriptions
- Locate community resources

## Support from The Columbia University Benefits Department

For more information on gender-affirming benefits, you can also contact Ms. Kamila Pavezzi, Columbia University Well-being Specialist

- [kp2956@columbia.edu](mailto:kp2956@columbia.edu) / 212-853-8102



To talk with a  
UnitedHealthcare  
Nurse Advocate, call  
**1-800-232-9357**





# Employee Assistance Program (EAP)

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## Employee Assistance Program

- 24/7 assistance with personal, work-related, and emotional concerns
- Offers life coach services, adult/elder care referrals, and legal and financial assistance
- **Six** free sessions with a counsellor per topic



888-673-1153



[humana.com/eap](https://humana.com/eap)

Username: Columbia

Password: eap

## Benefits Information Forums

Date	Time
Wednesday, October 27, 2021 (Officers)	11:00 am – 12:00 pm
Thursday, October 28, 2021 (Staff)	4:00 pm – 5:00 pm
Wednesday, November 3, 2021 (Staff)	1:00 pm – 2:00 pm
Thursday, November 4, 2021 (Officers)	4:00 pm – 5:00 pm
Tuesday, November 9, 2021 (Staff)	11:00 am – 12:00 pm
Wednesday, November 10, 2021 (Officers)	10:00 am – 11:00 am

**Open Enrollment is November 1 -19, 2021**

- Go to [humanresources.columbia.edu/oe](https://humanresources.columbia.edu/oe) for more information and updates

# Questions?

Submit questions through the  
Zoom chat feature

Contact the Columbia Benefits  
Service Center

Email: [hrbenefits@columbia.edu](mailto:hrbenefits@columbia.edu)

Phone: 212-851-7000

Contact Kamila Pavezzi, Columbia  
University Well-being Specialist

Email: [kp2956@columbia.edu](mailto:kp2956@columbia.edu)

Phone: 212- 853-8102

