



# Guide to LGBTQ+ U.S. Benefits



# A Guide to Transgender, Gender Non-Binary, and LGBTQ+ Family and Health Benefits and Resources

We strive every day to nourish an affirming and inclusive environment where employees can work, live, and thrive – every day. This benefits guide is designed to further our values of inclusion in the healthcare space.

This guide enhances our existing U.S. benefits guides and materials. It outlines specific benefits available to transgender and gender non-binary community members to support your unique needs. In particular, it covers transgender inclusive care, family formation, and HIV treatment options.

We're with you every step of the way. Reach out when you have benefits questions, are looking for resources, or need help to coordinate your care! You can always call a Health Pro at 1-877-627-4015 for help.

*This document is not a guarantee that all services listed will be rendered. This document is intended to present the healthcare services and treatment options that are provided by the company, and the resources to clarify these offerings.*

## Healthcare Advocacy

When you need help navigating your benefits and finding the services you need, you can reach out to:

### Health Pro

1-877-627-4015

8:00 am - 8:00 pm ET





# Transgender-Inclusive Healthcare Offerings

Gender-affirming care and services are covered by our medical plans and enhanced by programs to support your gender identity.

## Covered Healthcare Services and Treatments Include:

- Mental health benefits
  - Pharmaceutical coverage (hormone replacement therapies, including puberty blockers for youth)
  - Coverage for medical visits and laboratory services
  - Coverage for reconstructive surgical procedures related to gender reassignment (including reconstructive chest, breast, and genital procedures)
  - Short-term medical leave
- Depending on your carrier, additional benefits and procedures may be covered under the plan, when deemed medically necessary:
- Hair removal, such as electrolysis, laser treatment, etc. (not as a part of reconstructive surgery)
  - Hair removal required for reconstructive surgery
  - Tracheal shave/reduction
  - Facial feminization surgeries
  - Voice modification surgery and therapy
  - Lipoplasty/filling for body masculinization or feminization

## Gender Affirming Coverage

### All Medical Plans

Medical visits, laboratory services, prescription drugs and surgical procedures for gender-affirming care are covered at the same level of cost sharing as other services on our medical plans. To confirm coverage, please call the precertification number on the back of your ID card before you receive care. If you have questions, please use the number provided on the contacts page.

Contact your carrier for coverage details.

# Family Formation

When you want to grow your family, we've got you covered. Our medical coverage includes artificial insemination without a medical diagnosis of infertility, and equal coverage of in-vitro services for both same and different-sex couples.



## Family Services and Treatment Options

- **Cryopreservation:**  
Covered through health plan based on iatrogenic infertility (for example, infertility caused by chemotherapy) and requires a medical diagnosis.
- **Infertility treatment coverage (non-in-vitro):**  
Covered through health plan
- **In-vitro fertilization:**  
Covered through health plan
- **Parental leave:**  
Available for adoptive and foster parents

## Infertility Coverage

### Medical Plans

Medical visits, laboratory services, prescription drugs and procedures for fertility services are covered at the same level of cost sharing as other services on our medical plans. To confirm coverage, please call the precertification number on the back of your ID card before you receive care. If you have questions, please use the number provided on the contacts page.

Infertility Lifetime Maximum: Medical \$25,000 and Rx \$10,000

Contact your carrier for coverage details.

### Exclusions

Dean / Prevea360 does not cover infertility services

# HIV Services and Treatment

Medicines to treat HIV are safer and more effective than ever, and are covered by our medical plans.

## Healthcare Services and Treatment Options

- HIV testing including self-treatment options
- Pre-exposure prophylaxis (PrEP) including the injectable treatment
- Post-exposure prophylaxis (PEP)
- Antiretroviral therapy (ART) including the injectable treatment



## HIV Coverage

### All Medical Plans

Medical visits, laboratory services, prescription drugs and treatment for HIV are covered at the same level of cost sharing as other services on our medical plans. To confirm coverage, please call the precertification number on the back of your ID card before you receive care. If you have questions, please use the number provided on the contacts page.

Contact your carrier for coverage details.

# Employee Assistance Program

The Employee Assistance Program (EAP) provides counseling, legal support, and support for LGBTQ+ families and those who want to help support them.

## Services Available:

- Counseling for mental health, suicide prevention, and other support, including referrals to LGBTQ+ informed counselors and service providers.
- Coming out resources, guides for supporting transgender children and youth.
- Guides for workplace awareness and being an ally.
- Legal services available to help with life events.
- Navigation to other LGBTQ+ resources.

You can reach out to the EAP by calling Magellan Health Services at 1-888-696-4272.

# Mental Health and Emotional Wellbeing

Emotional and mental health is important to everyone. The resources below have experience working with LGBTQ+ clients.

## Services Available:

- Our health plans cover mental health just as they do physical health. Visit your carrier's website or call the number on the contacts page to locate an LGBTQ+ informed mental health provider.
- Many mental health providers offer virtual visits by phone or online. Contact your provider for more information, or visit your carrier's website to find a provider.

## FAQ

### **Is gender-affirming treatment available on all health plans?**

Gender reassignment surgeries, hormone replacement therapies, and other services are covered at in-network providers and facilities through most of our medical plans. Contact your carrier for coverage details.

### **Can I access legal and counseling services through the EAP even if I am not enrolled in a benefits plan?**

Yes! The Employee Assistance Plan is available to all employees and family members.

### **How do I know if I am covered for infertility benefits?**

Our health plans include infertility benefits for women without a male partner, including in-vitro fertilization and other services. Contact your carrier for coverage details.

### **Can I take family leave if I am adopting or fostering a child?**

Yes! Please refer to [myDXCbenefits.com](https://myDXCbenefits.com) for Leaves of Absence.

### **What should I do if I am experiencing discrimination in the workplace?**

DXC does not tolerate discrimination in any form. Discrimination based on sex—including pregnancy, sexual orientation, or gender identity—is illegal, as is discrimination based on national origin, disability, age, or genetic information.

To report discrimination against yourself or another, refer to the [DXC: Global Diversity and Non-Discrimination Policy](#) available in Employee Connect. Your report is entirely confidential, and you will never face retaliation for reporting discrimination.

### **How can I find out more?**

Questions about coverage? Contact your carrier with the information on the contacts page.



# Healthcare Contacts

Carrier Name	Telephone	Website
Aetna	1-855-496-6289	<a href="http://www.aetna.com">www.aetna.com</a>
Anthem BCBS	1-844-404-2165	<a href="http://www.anthem.com">www.anthem.com</a>
BCBS of Hawaii (HMSA)	1-800-651-4672 1-808-948-6121	<a href="http://members.hmsa.com">members.hmsa.com</a>
Cigna	1-855-694-9638	<a href="http://my.cigna.com">my.cigna.com</a>
Cigna - CA	1-855-694-9638	<a href="http://my.cigna.com">my.cigna.com</a>
Dean / Prevea360	1.877.232.9375	<a href="http://aon.deanhealthplan.com">aon.deanhealthplan.com</a>
Geisinger	1-844-390-8332	<a href="http://www.geisinger.org/member-portal">www.geisinger.org/member-portal</a>
Kaiser - CA	1-877-580-6125 (non-members) 1-800-464-4000	<a href="http://www.kp.org">www.kp.org</a>
Kaiser - CO	1-877-580-6125 (non-members) 1-800-632-9700	<a href="http://www.kp.org">www.kp.org</a>
Kaiser - GA	1-877-580-6125 (non-members) 1-888-865-5813 or 404-504-5712	<a href="http://www.kp.org">www.kp.org</a>
Kaiser - HI	1-877-580-6125 (non-members) 1-800-966-5955	<a href="http://www.kp.org">www.kp.org</a>
Kaiser - MAS	1-877-580-6125 (non-members) 1-800-777-7902	<a href="http://www.kp.org">www.kp.org</a>
Kaiser - NW	1-877-580-6125 (non-members) 1-800-813-2000	<a href="http://www.kp.org">www.kp.org</a>
Kaiser - WA	1-855-407-0900	<a href="http://www.kp.org">www.kp.org</a>
Medical Mutual	1-800-677-8028 (non-members) 1-800-541-2770	<a href="http://member.medmutual.com">member.medmutual.com</a>
Priority Health	1-833-207-3211	<a href="http://member.priorityhealth.com/login">member.priorityhealth.com/login</a>
United	1-888-297-0878	<a href="http://myuhc.com">myuhc.com</a>
UPMC	1-844-252-0690	<a href="http://www.upmchealthplan.com/members/">www.upmchealthplan.com/members/</a>

*NOTE: This statement is intended to summarize the benefits you receive from DXC Technology. The actual determination of your benefits is based solely on the plan documents provided by the carrier of each plan. This summary is not legally binding, is not a contract, and does not alter any original plan documents. For additional information, please contact the Health Pros at 1-877-627-4015.*