



## A Guide to Transgender Benefits.

FHCSD Wellness knows navigating your benefits plans can be overwhelming for you and your family. It could help to know that FHCSD's medical plans cover transgender health services coverage for you and your covered dependents. FHCSD provides our employees with equitable, compassionate, and high-quality care for our transgender members in a supportive and affirming environment.

### What is Offered?

- Gender-affirming surgeries including breast/chest, genital and facial feminization procedures.
- Medical, psychological, and emotional support through the process
  - Related behavioral and mental health therapy.
  - Medical visits, hormone therapy, and laboratory services
  - Outpatient prescriptions drugs
- Short-term medical leave of absence

Benefits for transgender health services are in addition to other benefits provided under your plan. The covered benefits provided under transgender health services are not considered to be cosmetic services or reconstructive surgery to correct a physical functional impairment. Coverage for those services is limited to the services described under the reconstructive surgery benefit in your summary plan description.



You can access all medical plan documents via the FHCSD Benefit and Wellness web guide at [Plan Docs & Forms – FHCSD Wellness \(gobenefits.net\)](https://gobenefits.net).

Have more questions? Set up a confidential consultation with FHCSD's Employee Benefit Team by emailing [wellness@fhcsd.org](mailto:wellness@fhcsd.org) and learn more about the all-inclusive benefits offered.