

# Postdoctoral Scholars Benefits Plan Transgender Health Benefits

The University of California's Postdoctoral Scholars Benefits Plan (PSBP) includes comprehensive medical benefits that encompass the broad needs of our diverse workforce to keep postdoctoral scholars and their family members healthy. Included are transgender health benefits 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

Managed Health Network (MHN) administers the behavioral health benefits for the Health Net HMO and PPO plans.

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.

## **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](http://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](http://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 UCPath or 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.

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