

2021 TRANSGENDER CARE AND COVERAGE

Compassionate, high-quality care for transgender members

When your employees have questions about coverage, you want to give clear answers – especially when it comes to sensitive health issues. You should know that Kaiser Permanente is deeply committed to providing equitable, compassionate, and high-quality care for our transgender members.

Personal support throughout the care journey

Here's a look at the benefits and services that are covered for transgender members, and an overview of how our care delivery teams support them through their transition. As we do for all our members, we'll continue to research new procedures and adopt best practices as they're established so members can get the care they need to live healthy, meaningful lives.

► It starts with primary care

If a member is considering gender affirmation surgery, the first thing they should do is visit their primary care physician – someone who not only understands their medical history but also knows them as a person.

► Connecting with a care team

From there, the primary care physician may introduce them to specialists and other caregivers familiar with the unique challenges of transitioning. Care teams collaborate to provide medical, psychological, and emotional support throughout the process.

► What's covered¹

Based on medical necessity for the treatment of gender dysphoria, coverage for fully insured plan members includes mental health therapy, hormone therapy, mastectomy with chest reconstruction, gender-affirming lower-body surgeries (male-to-female and female-to-male), tracheal shave, and facial hair removal. You can find a detailed list of covered services on the next page.



If you have additional questions about care and coverage, please contact your Kaiser Permanente representative.

Overview of covered services

General care and services		
• Office visits	• Pharmacy services	• Inpatient hospital care
• Mental health visits	• Gender-affirming lower-body surgeries	• Outpatient care
• Lab and imaging services	• Mastectomy with chest reconstruction	• Treatment for medical complications
• Hormone therapy visits and administration	• Pre- and postoperative exams	• Travel and lodging (when referred by Kaiser Permanente to a facility outside the service area)

Coverage for specific surgical services

Covered gender-affirming lower-body surgeries (male-to-female and female-to-male)		Other covered services ²
• Hysterectomy	• Gonadal surgery	• Nipple/areolar reconstruction
• Metoidioplasty	• Vaginoplasty	• Tracheal shave
• Phalloplasty	• Clitoroplasty	• Facial hair removal
• Vaginectomy	• Labiaplasty	
• Scrotoplasty	• Orchiectomy	
• Erectile prosthesis	• Urethral extension	

¹This document describes services covered by fully insured commercial plans. Covered services may be subject to change.

²In our California regions, facial hair removal, breast augmentation, and facial reconstructive surgery are covered when these procedures meet the *Evidence of Coverage* definition of reconstructive surgery for the particular patient. In our Georgia, Hawaii, Mid-Atlantic (Maryland, Virginia, and Washington, D.C.), Northwest, and Washington regions, breast augmentation is covered when determined to be medically necessary. In our Northwest and Washington regions, and in Washington, D.C., facial reconstructive surgery is covered when determined to be medically necessary.

Information may have changed since publication.