

UNIVERSITY STAFF ADVISORY COUNCIL

November 2016 Web Submissions

1. **Date Submitted:** October 18, 2016

Web Sub: *I would like to suggest that USAC look into why our UR's health insurance policy doesn't cover transgender medical care. I understand that we are getting a new insurance that does not cover this type of medicine, based on feedback and verification through Cigna's hotline number and our UR's HR office. Cigna is listed as a health care employer that covers it for their own employees so it would be logical that we can look into this for our own people (please see the first link). I would like us, USAC, in conjunction with the Faculty Senate, take on this issue to ensure that we are providing health insurance to all of our employees along with their dependents. According to the committee policy, we have an administrative Fringe Benefits Committee that we could take this to for consideration. Before proceeding to the committee, I would like to propose a joint effort between USAC and the University Faculty Senate look into this. We need a united front coming from the staff and faculty to see this through. If we as a University community are committed to equity and diversity I would like to see this include inclusive healthcare coverage for all UR staffers (faculty, staff, and dependents). In 2008, the American Medical Association joined the movement to end discrimination in health insurance for transgender people by passing a resolution to support public and private health insurance coverage for treatment of gender identity disorder as recommended by a physician. Specifically, I would like to see UR negotiate out the exclusionary statement and negotiate in affirmative coverage. I have included a list of employers that have transgender-inclusive health insurance coverage including many Fortune 100 and 500 companies (please see the second link below). I am hoping this will start a dialogue within our community to get this done. I don't know the timeline for reassessing our health insurance policy, but I think now is time we look into covering all of our UR staff, faculty, and dependents.*

https://cignaforhcp.cigna.com/public/content/pdf/coveragePolicies/medical/mm_0266_coveragepositioncriteria_gender_reassignment_surgery.pdf#__utma=149406063.1761118586.1402926656.1407417514.1407421027.129&__utmb=149406063.1.10.1407421027&__utmc=149406063&__utmz=149406063.1407342625.125.16.utmcsr=americansformarriagequality.org/utmccn=%28referral%29|utmcmd=referrallutmct=/&__utmv=-&__utmj=260421901 http://www.hrc.org/resources/corporate-equality-index-list-of-businesses-with-transgender-inclusive-heal

Response: USAC leadership has discussed this web sub with the leadership of the Faculty Senate. This suggestion will be shared with the Benefits Committee. USAC is designed and operates as an advisory council.