

2023 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-affirming 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, gender-affirming upper- and lower-body surgeries, 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
- Mental health visits
- Lab and imaging services
- Hormone therapy visits and administration
- Pharmacy services
- Gender-affirming lower-body surgeries
- Gender-affirming upper-body surgeries
- Pre- and postoperative exams
- Inpatient hospital care
- Outpatient care
- Treatment for medical complications
- Travel and lodging
(when referred by Kaiser Permanente to a facility outside the service area)
- Vocal therapy

Coverage for specific surgical services

► Covered gender-affirming lower body surgeries, including

- Hysterectomy
- Metoidioplasty
- Phalloplasty
- Vaginectomy
- Scrotoplasty
- Erectile prosthesis
- Gonadal surgery
- Vaginoplasty
- Clitoroplasty
- Labiaplasty
- Orchiectomy
- Urethral extension

► Other covered services²

- Mastectomy with chest reconstruction
- Gender-affirming chest surgery
- Nipple/areolar reconstruction
- Tracheal shave
- Facial hair removal
- Gender-affirming facial surgeries

1. This document describes services covered by fully insured commercial plans. Covered services may be subject to change. 2. In the CA, CO, NW, and WA markets, additional services such as body hair removal and body contouring may be covered based on state regulatory requirements.

Information may have changed since publication.