

Gender-Affirming Care Services

Newell Brands partners with Anthem & CVS Caremark to cover a variety of resources to support you and your family.

Covered Services

Gender Dysphoria including but not limited to:

- Puberty suppressing medication
- Laboratory testing to monitor the safety of continuous cross-gender hormone therapy
- Surgery for the treatment for gender dysphoria, including the surgeries listed below:
 - clitoroplasty (creation of clitoris)
 - labiaplasty (creation of labia)
 - orchiectomy (removal of testicles)
 - penectomy (removal of penis)
 - urethroplasty (reconstruction of female urethra)
 - vaginoplasty (creation of vagina)
 - bilateral mastectomy or breast reduction
 - hysterectomy (removal of uterus)
 - metoidioplasty (creation of penis, using clitoris)
 - penile prosthesis
 - phalloplasty (creation of penis)
 - salpingo-oophorectomy (removal of fallopian tubes and ovaries)
 - scrotoplasty (creation of scrotum)
 - testicular prosthesis
 - urethroplasty (reconstruction of male urethra)
 - vaginectomy (removal of vagina)
 - vulvectomy (removal of vulva)
- Genital surgery and bilateral mastectomy or breast reduction surgery
 - **Surgery Documentation Requirements:**
 - The *plan participant* must provide documentation of the following for breast surgery:
 - A written psychological assessment from at least one qualified behavioral health provider experienced in treating gender dysphoria. The assessment must document that the *plan participant* meets all of the following criteria:

- persistent, well-documented gender dysphoria
- capacity to make a fully informed decision and to consent for treatment
- must be eighteen (18) years or older
- if significant medical or mental health concerns are present, they must be reasonably well-controlled
- The *plan participant* must provide documentation of the following for genital surgery:
 - A written psychological assessment from at least two (2) qualified behavioral health providers experienced in treating gender dysphoria, who have independently assessed the plan participant. The assessment must document that the plan participant meets all of the following criteria:
 - persistent, well-documented gender dysphoria
 - capacity to make a fully-informed decision and to consent for treatment
 - must be eighteen (18) years or older
 - if significant medical or mental health concerns are present, they must be reasonably well-controlled
 - complete at least twelve (12) months of successful continuous, full-time, real-life experience in the desired gender
 - complete twelve (12) months of continuous cross-sex hormone therapy appropriate for the desired gender (unless medically contraindicated)
- Genetic/Genomic testing and counseling
- Growth hormones
- Inpatient & outpatient care
- Mental health care
- Infertility services
- Pharmacy services
 - Cross-gender hormone therapy
 - Androgens
 - HIV treatment/prevention
 - ACA Preventive Services: HIV PrEP -200mg/tenofovir disoproxil fumarate 300mg (generic Truvada) at zero-dollar coverage

Medical Plan Exclusions:

- Cosmetic procedures to treat gender dysphoria, including, but not limited to:
 - a. abdominoplasty
 - b. blepharoplasty
 - c. breast enlargement, including augmentation mammoplasty and breast implants
 - d. body contouring, such as lipoplasty

- e. brow lift
- f. calf implants
- g. cheek, chin, and nose implants
- h. injection of fillers or neurotoxins
- i. face lift, forehead lift, or neck tightening
- j. facial bone remodeling for facial feminizations
- k. hair removal
- l. hair transplantation
- m. lip augmentation
- n. lip reduction
- o. liposuction
- p. mastopexy
- q. pectoral implants for chest masculinization
- r. rhinoplasty
- s. skin resurfacing
- t. thyroid cartilage reduction; reduction thyroid chondroplasty; trachea shave (removal or reduction of the adam's apple)
- u. voice modification surgery
- v. voice lessons and voice therapy