Covered benefits are listed in three (3) Sections A, B and C. All services must be medically necessary. Each benefit plan contains its own specific provisions for coverage, limitations and exclusions as stated in the member’s Evidence of Coverage (EOC)/Schedule of Benefits (SOB). If there is a discrepancy between this policy and the member’s EOC/SOB, the member’s EOC/SOB provision will govern.

Essential Health Benefits for Individual and Small Group
For plan years beginning on or after January 1, 2014, the Affordable Care Act of 2010 (ACA) requires fully insured non-grandfathered individual and small group plans (inside and outside of Exchanges) to provide coverage for ten categories of Essential Health Benefits (“EHBs”). Large group plans (both self-funded and fully insured), and small group ASO plans, are not subject to the requirement to offer coverage for EHBs. However, if such plans choose to provide coverage for benefits which are deemed EHBs (such as maternity benefits), the ACA requires all dollar limits on those benefits to be removed on all Grandfathered and Non-Grandfathered plans. The determination of which benefits constitute EHBs is made on a state by state basis. As such, when using this guideline, it is important to refer to the member specific benefit document to determine benefit coverage.

A. FEDERAL/STATE MANDATED REGULATIONS

CA Health and Safety Code, Solicitation and Enrollment, Section 1365.5
(a) No health care service plan or specialized health care service plan shall refuse to enter into any contract or shall cancel or decline to renew or reinstate any contract because of the race, color, national origin, ancestry, religion, sex, marital status, sexual orientation, or age of any contracting party, prospective contracting party, or person reasonably expected to benefit from that contract as a subscriber, enrollee, member, or otherwise.

(b) The terms of any contract shall not be modified, and the benefits or coverage of any contract shall not be subject to any limitations, exceptions, exclusions, reductions, copayments, coinsurance, deductibles, reservations, or premium, price, or charge differentials, or other modifications because of the race, color, national origin, ancestry, religion, sex, marital
status, sexual orientation, or age of any contracting party, potential contracting party, or person reasonably expected to benefit from that contract as a subscriber, enrollee, member, or otherwise; except that premium, price, or charge differentials because of the age of any individual when based on objective, valid, and up-to-date statistical and actuarial data are not prohibited.

(c) It shall be deemed a violation of subdivision (a) for any health care service plan to utilize marital status, living arrangements, occupation, sex, beneficiary designation, ZIP Codes or other territorial classification, or any combination thereof for the purpose of establishing sexual orientation. Nothing in this section shall be construed to alter in any manner the existing law prohibiting health care service plans from conducting tests for the presence of human immunodeficiency virus or evidence thereof.

(d) This section shall not be construed to limit the authority of the director to adopt or enforce regulations prohibiting discrimination because of sex, marital status, or sexual orientation.

(e) "Sex" as used in this section shall have the same meaning as "gender," as defined in Section 422.56 of the Penal Code.

(f) The changes made to this section by the act adding this subdivision shall only apply to contracts issued, amended, or renewed on or after January 1, 2011.

B. STATE MARKET PLAN ENHANCEMENTS

Effective April 9, 2013:
DMHC Director’s Letter 12K “Gender Non-Discrimination Requirements”
https://www.dmhc.ca.gov/Portals/0/LawsAndRegulations/DirectorsLettersAndOpinions/dl12k.pdf

DMHC all plan letter:
Subject: HEALTH AND SAFETY CODE SECTION 1365.5 COMPLIANCE

gender letter.pdf

C. COVERED BENEFITS

IMPORTANT NOTE: Covered benefits are listed in Sections A, B and C. Always refer to Sections A and B for additional covered benefits not listed in this Section.

Treatment for Gender Dysphoria is sometimes referred to as: Gender Identity Disorder treatment, sex transformation surgery, sex change, sex reversal, gender change, transsexual surgery, transgender surgery and sex or gender reassignment. These terms are used interchangeably throughout this document, and, for purposes of this document, are intended to have the same meaning.

Throughout this document the abbreviation WPATH refers to an advocacy group called the World Professional Association for Transgender Health. WPATH notations in this policy refer to the publication, Standards of Care for the Health of Transsexual, Transgender, and Gender Nonconforming People, 7th Version.

The Eligibility Qualifications for continuous hormone therapy and surgical treatment of Gender Dysphoria are in addition to the plan’s overall eligibility requirements as shown in the Plan document.

Authorization for Coverage: Authorization of medically necessary services must be done by UnitedHealthcare Medical Director or Delegated Medical Providers as determined by contractual agreement.
California Signature Value (HMO) plans include medically necessary coverage for the treatment of Gender Dysphoria according to the terms and conditions of the benefit plan.

**Non Surgical Treatments for Gender Dysphoria**
The following non-surgical treatment of Gender Dysphoria may be provided:

1. **Psychotherapy** for Gender Dysphoria and associated co-morbid psychiatric diagnoses; If mental health services are not covered on the UnitedHealthcare plan (for example when mental health services are carved out of the plan design) the Plan will not cover psychotherapy for Gender Dysphoria.

2. **Continuous Hormone Replacement Therapy: Hormones of the desired gender.** Hormones injected by a medical provider (for example hormones injected during an office visit) are covered by the medical plan. Benefits for these injections vary depending on the plan design. Other outpatient prescription drugs may be covered as determined by the employer’s sponsored Pharmacy Benefit Manager. Refer to the member’s outpatient prescription drug benefit.

3. **Eligibility Qualifications for Continuous Hormone Replacement Therapy:** The covered person must meet all of the following eligibility qualifications for hormone replacement.
   - Persistent, well documented Gender Dysphoria (see definition of Gender Identity Disorder below; and
   - Capacity to make a fully informed decision and to consent for treatment; and
   - Age of majority in a given country
     **Note:** WPATH guidelines address age of majority in a given country. For the purposes of this guideline, the age of majority is age 18. However, this refers to chronological age and not biological age. Where approval or denial of benefits is based solely on the age of the individual a case-by-case medical director review is necessary.
   - If significant medical or mental health concerns are present, they must be reasonably well controlled.
     **Note:** Refer to the Outpatient Prescription Drug benefit for specific prescription drug product coverage and exclusion terms. If pharmacy benefits are carved out of the plan design, the Plan will not cover outpatient prescription drugs for Gender Dysphoria.

4. **Puberty Suppressing Hormone Therapy.** Reviewed and approved on a case by case basis. Medical history should reflect well documented history of Gender Dysphoria that meets the DSM 5 Criteria, meets the assessment of Tanner 2 pubertal development, is prescribed by a pediatric endocrinologist and is contingent upon the request of an FDA approved medication that suppresses puberty.

5. **Laboratory testing** to monitor the safety of continuous hormone therapy is covered.

**Covered Surgical Treatments for Gender Dysphoria**
Surgical treatment for Gender Dysphoria is covered when, **the Eligibility Qualifications for Surgery** are met:

1. **Genital Surgery** (by various techniques which must be appropriate to each patient), including: complete hysterectomy; orchiectomy; penectomy; vaginoplasty; vaginectomy; clitoroplasty; labiaplasty; salpingo-oophorectomy; metoidioplasty; scrotoplasty; urethroplasty; placement of testicular prosthesis; phalloplasty.

2. **Surgery to change specified secondary sex characteristics, specifically:**
   - Thyroid chondroplasty (removal or reduction of the Adam’s Apple); and
   - Bilateral mastectomy; and
   - Augmentation mammoplasty (including breast prosthesis if necessary) if the Physician prescribing hormones and the surgeon have documented that breast enlargement after undergoing hormone treatment for 18 months is not sufficient for comfort in the social role.
3. **Related Services**: In addition to the surgeon fees, the benefit applies to the services related to the surgery, including but not limited to: anesthesia, laboratory testing, pathology, radiologic procedures, hospital and facility fees, and/or surgical center fees.

**Eligibility Qualifications for Surgery:**
The following criteria apply to genital surgery, and to surgery to change specified secondary sex characteristics listed above. It is our expectation that surgery be performed by a qualified provider at a facility with a history of treating individuals with Gender identity disorder.

The Covered Person must meet **all** of the following eligibility qualifications prior to surgery:
- Persistent, well-documented Gender Dysphoria (see definition of Gender Identity Disorder below); **and**
- Capacity to make a fully informed decision and to consent for treatment; **and**
- Age of majority in a given country.

**Note**: WPATH* guidelines address age of majority in a given country. For the purposes of this guideline, the age of majority is age 18. However, this refers to chronological age, not biological age. Where approval or denial of benefits is based solely on the age of the individual a case-by-case medical director review is necessary, **and**

- If significant medical or mental health concerns are present, these must be reasonably well-controlled; **and**
- The covered person must complete 12 months of successful continuous full time real life experience in the desired gender, **and**
- The covered person may be required to complete continuous hormone therapy (for those without contraindications). In consultation with the patient’s physician, this should be determined on a case-by-case basis through the notification process; **and**
- The treatment plan must conform to identifiable external sources including the World Professional Association for Transgender Health Association (WPATH) standards, and/or evidence-based professional society guidance.

**Clarifications for breast/chest surgery:**
In addition to the Eligibility Qualifications listed above, please note the following:

- **A biologic female** patient that is only requesting a bilateral mastectomy:
  - Does not need to complete hormone therapy in order to qualify for the mastectomy
  - Although not a requirement for coverage, UnitedHealthcare recommends that the patient complete at least 3 months of psychotherapy before having the mastectomy.

- **A biologic male** patient that is only requesting a breast augmentation:
  - If able to take female hormones, the patient should take the female hormones for at least 12-24 months* before being considered for bilateral breast augmentation since the patient may achieve adequate breast development without surgery.
  - Although not a requirement for coverage, UnitedHealthcare recommends that the patient complete at least 3 months of psychotherapy before having the breast augmentation.

*12 months is listed by WPATH v7, whereas, 2 years is listed by, *Endocrine Treatment of Transsexual Persons: An Endocrine Society Clinical Practice Guideline (2009)*.

**Note the following:**
- Benefits are limited to one sex transformation reassignment per lifetime which may include several staged procedures.
- Check the benefit plan document for any applicable prior authorization or notification requirements.
- Sterilization surgery is not required in order to receive the covered services under this benefit.
- Member cost sharing (copayments, coinsurance and/or deductibles) apply as identified in the member’s Plan materials.
D. NOT COVERED

The following are not covered:

- Reversal of genital surgery or reversal of surgery to revise secondary sex characteristics
- Sperm preservation in advance of hormone treatment or gender surgery
- Cryopreservation of fertilized embryos
- Surgical or cross-gender hormone treatment for members under 18 years of age
- Surgical treatment not prior authorized by UnitedHealthcare or the delegated participating medical group/IPA
- Drugs for hair loss
- Drugs for sexual performance for patients that have undergone genital reconstruction
- Drugs or devices not approved by the FDA for use in the United States (Drugs or devices approved by the FDA will be considered for off-label use according to the Benefit Interpretation Policy titled Medications and Off-Label Drugs)
- Treatment received outside the United States
- GnRH/Gonadotropin-Releasing Hormone Agonist (i.e. Lupron Depot, Vantas/Histrelin) drugs for use in puberty suppression are considered to be off-label; please refer to the Benefit Interpretation Policy titled Medications and Off-Label Drugs to determine coverage for the use of these drugs for Gender Dysphoria
- Drugs when prescribed for cosmetic purposes
- Coverage does not apply to members that do not meet the criteria listed in the eligibility qualifications for surgery section above.
- Reproduction Services including, but not limited to: sperm preservation in advance of hormone treatment or Gender Dysphoria surgery, cryopreservation of the fertilized embryos, oocyte preservation, surrogate parenting, donor eggs, donor sperm and host uterus (refer to member EOC)
- Transportation, meals, lodging or similar expenses unless Medically Necessary treatment outside the state of California is authorized and directed by Plan’s Medical Director. (Travel expense reimbursement is limited to reasonable expenses for transportation, meals, and lodging for the Member to obtain authorized surgical consultation, surgical procedure(s), and follow-up care, when the authorized surgeon and facility are located outside the state of California. The transportation and lodging arrangements must be arranged by or approved in advance by UnitedHealthcare. Reimbursement excludes coverage for alcohol and tobacco. Food and lodging expenses are not covered for any day a Member is not receiving authorized surgical services.)

Note: The drug related exclusions listed above apply to drugs administered by provider in a medical setting (including, but not limited to, office, outpatient, or inpatient facility). For drugs obtained at a pharmacy, check with the pharmacy plan administrator for information on covered and excluded drugs.

E. DEFINITIONS

Gender Identity Disorder / Gender Dysphoria: A disorder characterized by the following diagnostic criteria:
- A strong and persistent cross-gender identification (not merely a desire for any perceived cultural advantages of being the other sex).
- Persistent discomfort with his or her sex or sense of inappropriateness in the gender role of that sex.
- The disturbance is not concurrent with a physical intersex condition.
- The disturbance causes clinically significant distress or impairment in social, occupational, or other important areas of functioning.
- The transsexual identity has been present persistently for at least two years.
- The disorder is not a symptom of another mental disorder or a chromosomal abnormality.
F. REFERENCES

American Medical Association, October 2007, GLBT Policy Compendium; AMA Health Care Advocacy Agenda; 2005

Diagnostic and Statistical Manual of Mental Disorders (DSM-5)

Gender Identity Disorder: An Emerging Problem for Pediatricians; Walter J. Meyer III, Pediatrics 2012 http://pediatrics.aappublications.org/content/129/3/571.full.html


Hembree et al; “Endocrine Treatment of Transsexual Persons: An Endocrine Society Clinical Practice Guideline”; Journal of Clinical Metabolism; 2009 94:3132-3154; Orig; pub online June 9, 2009

Office Based Care for Care for Lesbian, Gay, Bisexual, Transgender, and Questioning Youth; Pediatrics 2013; 132;e297; David A. Levine and the Committee on Adolescence; DOI: 10.1542/peds.2013-1283

Puberty Suppression in a Gender-Dysphoric Adolescent: A 22-Year Follow-Up; Peggy T. Cohen-Kettenis, Sebastiaan E. Schagen, Thomas D. Steensma, Annelou L. C. de Vries, Henriette A; Delemarre-van de Waal; Arch Sex Behav (2011) 40: 843-847


The World Professional Association for Transgender Health (WPATH); Standards of Care for the Health of Transsexual, Transgender, and Gender Nonconforming People; 7th Version; http://www.wpath.org/uploaded_files/140/files/IJT%20SOC,%20V7.pdf

G. POLICY HISTORY/REVISION INFORMATION

<table>
<thead>
<tr>
<th>Date</th>
<th>Action/Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/01/2018</td>
<td>• Updated policy header to reflect the most current UnitedHealthcare West branding; modified list of applicable products to encompass new benefit plans effective Jan. 1, 2019 (no content changes)</td>
</tr>
<tr>
<td></td>
<td>• Archived previous policy version BIP185.F</td>
</tr>
</tbody>
</table>