

# WE WELCOME EVERY PERSON. AND EVERY PRONOUN.

## Cigna and the transgender community.



At Cigna, we understand the challenges people face who are transgender or gender non-conforming. We know the importance of being treated with respect, addressed with the right pronouns, and supported by people who care. That's why we have placed extra emphasis on training our teams and creating programs to meet your unique needs.

### These include:



**Health Plan coverage:** Your Health Plan provides coverage for medically necessary treatment, which may include:<sup>1</sup>

- › Gender affirming surgery<sup>2</sup>
- › Hormone therapy
- › Required lab testing
- › Behavioral counseling
- › Routine medical care



**Education:** We provide several public access online resources to help educate you, your family, and your friends. At Cigna.com, type "transgender" in the search bar and you'll find:

- › LGBTQ health and disparities
- › Current issues in transgender care
- › Gender identity and transgender concerns
- › Ways to talk with family members



**Navigation:** Our Advocates and Case Managers are experienced with gender transitioning and can help you navigate your health care plan in several ways:

- › Partner with you and your providers to help you make informed decisions
- › Help you to locate medical and behavioral professionals that are right for you
- › Offer education and support for you and your health care professionals



**Support:** Your confidential Cigna Employee Assistance Program (EAP) is here to help you and your household members work through any issues you may be facing, including:

- › Transition problem solving and support
- › Workplace transitions
- › Emotional well-being
- › Parenting and family
- › Legal and financial consultation<sup>3</sup>
- › Daily living needs
- › Community resources
- › Referrals to network behavioral healthcare professionals with the training to help you on your journey

Together, all the way.®





**Call 800.243.3280 or the number on the back of your Cigna ID card for questions or support.**

**In addition, Stanley Black & Decker has additional resources to support you in your transition. Contact your Human Resources representative when the time is right.**

**At Cigna, we want you to know that our commitment to transgender issues goes beyond our service to your company. It's part of our culture. For the seventh year in a row, we have received top marks from the Human Rights Campaign Foundation's on its Corporate Equality Index, and we have consistently been honored with the distinction of being among the "Best Places to Work for LGBTQ Equality."<sup>4</sup> We look forward to helping you.**



1. Actual plan coverage may vary depending on the terms of your employer's specific medical plan. Plan deductible, coinsurance and/or copayment requirements may apply. Additional plan conditions including exclusions and limitations may apply. See your plan documents for costs and details of coverage.

2. Cigna Medical Coverage Policy 0266, "Treatment of Gender Dysphoria"

3. Legal consultations related to employment matters are not available under this program.

4. Cigna's ratings are based on 2012 – 2018 LGBTQ Equality, Human Rights Campaign Foundation's Corporate Equality Index national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual, transgender and queer employees.

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