

StanleyBlack&Decker

CARE. SUPPORT. RESOURCES.

Your 2023 LGBTQ+
Resource Guide.



Contents



Our commitment to you.

#TogetherWeAreMore

Stanley Black & Decker has always prioritized the health, safety and well-being of our employees. We are dedicated to providing equitable access to quality health care services and creating a culture where all our employees feel valued and heard.

This guide was designed as a supplement to your Benefits Guide. It includes valuable information about the LGBTQ+ services, treatments and resources Stanley Black & Decker offers in support of your personal health journey.

Whole-health support for the whole you.

No matter which medical option you have, your benefits were designed to provide you with the support you need.

A compassionate team of experts.

Through Cigna HealthcareSM and Kaiser, you have access to care Advocates and Case Managers who are specially trained in transgender and LGBTQ+ care, benefits and services. They'll work with you one-on-one to explain your options, offer support to help you access medically necessary care and guide you to other resources to help you live your best life.

\$0 annual check-ups.

Annual check-ups and screenings can help detect health concerns early, before they become more serious and more costly to treat. The good news is, most in-network preventive care services are covered 100%.¹

Behavioral health options.

Caring for your emotional health is as important as staying physically well. Your coverage includes both in-person and virtual behavioral health support. One valuable resource is Ginger, which lets you connect with a trained behavioral health coach day or night, 365 days a year. Access your benefits on myCigna.com[®] or kp.org.

Kaiser plan members.

Kaiser provides complete and equitable care, including transgender and gender-expansive care, to the LGBTQ+ community. Search for cultural care centers (available in select regions) by visiting kp.org.

Additional resources through Cigna Healthcare.

New search option: Inclusive Care. 

myCigna® has an advanced search option that helps identify providers who care for and support LGBTQ+ patients. Simply log in to myCigna.com and click on the type of doctor you're looking for. At the top of the results page, click "More Options" and look for the inclusive care symbol.

My Personal Champion.

No matter where you are in your gender affirmation journey, My Personal Champion® is here to make it as simple and easy as possible. Once you make your initial call, you'll be assigned your own Personal Champion who will get to know you, your history and your health care needs. Connect any weekday from 8:00 am to 6:00 pm ET by calling [855-699-8990](tel:855-699-8990).

Want to change your gender marker?

To update your gender and/or pronouns, visit [MySBD](#) > Profile. Your preferences will be reflected in the SBD Benefits Center and with Cigna Healthcare.



Gender affirmation benefits. Concierge support.

Your health is your choice. Which care options you choose is a personal decision that you should discuss with your medical provider. The following services related to gender affirmation are part of your standard coverage through Cigna Healthcare.²

FEMINIZING PROCEDURES	MASCULINIZING PROCEDURES	ENHANCED SERVICES COVERED BY YOUR PLAN
<ul style="list-style-type: none"> • Vaginoplasty • Electrolysis of donor site tissue to be used for vaginoplasty • Penectomy • Vulvoplasty • Repair of introitus • Coloproctostomy • Orchiectomy • Breast augmentation • Feminizing hormone therapy • Estrogens and anti-androgens (testosterone blockers) administered to the patient for the purpose of more closely aligning their secondary sexual characteristics with their gender identity 	<ul style="list-style-type: none"> • Vaginectomy • Hysterectomy • Vulvectomy • Metoidioplasty • Phalloplasty • Electrolysis of donor site tissue to be used for phalloplasty • Penile prosthesis • Urethroplasty • Mastectomy • Masculinizing hormone therapy • Androgens (testosterone) administered to the patient for the purpose of more closely aligning their secondary sexual characteristics with their gender identity 	<ul style="list-style-type: none"> • Blepharoplasty • Rhinoplasty • Voice therapy/voice lessons • Electrolysis • Face-lift • Facial bone reduction • Suction-assisted lipoplasty, lipofilling and/or liposuction • Thyroid chondroplasty • Infertility services • Medically necessary treatments, including treatment for complications • Travel for covered services for which access is specifically limited due to state legislative action, including gender affirmation services and behavioral inpatient and outpatient services • Treatment of HIV*

To access the gender-affirming benefits offered through Kaiser, please visit kp.org.

*Injectables, preexposure prophylaxis and antiretroviral therapy (ART) are all covered, but precertification may be required.

A woman with dark hair and glasses is shown from the chest up, wearing a light blue turtleneck sweater. She is looking down and writing in a notebook with a black pen. The background is blurred, suggesting an office or study environment. A large yellow triangle is overlaid on the top left of the image.

Employee Assistance Program (EAP).

All benefits-eligible employees have access to the following:

No-cost confidential counseling.

Your EAP provides in-person, virtual and text-based counseling to help you work through any personal or work-related issues you may be facing.³ Receive up to five free EAP visits per issue per year with a participating Cigna Healthcare EAP provider. You also have access to Talkspace, a text-based therapy app available through myCigna.com. Use code SBD to request an EAP authorization code.

EAP work/life solutions.

The EAP also offers help and support, at no additional cost, for:

- **Parenting and family issues** – Childcare and eldercare resources
- **Relationship concerns** – Personal and professional conflict resolution
- **Financial and legal assistance** – Name changes, debt consultation, college planning, family law and more
- **LGBTQ+ workplace support** – On-demand webinars, such as “Gender Transition in the Workplace” and “Working Together: Diversity in the Workplace,” for employees, managers, HR and leadership

Because family is everything.

Paid Parental Leave.

Employees may take up to four weeks (160 hours) of paid time off to care for and bond with a newborn or legally adopted child under the age of 18. Please consult with your HR Manager for additional information.

Adoption/Foster Care Benefits.

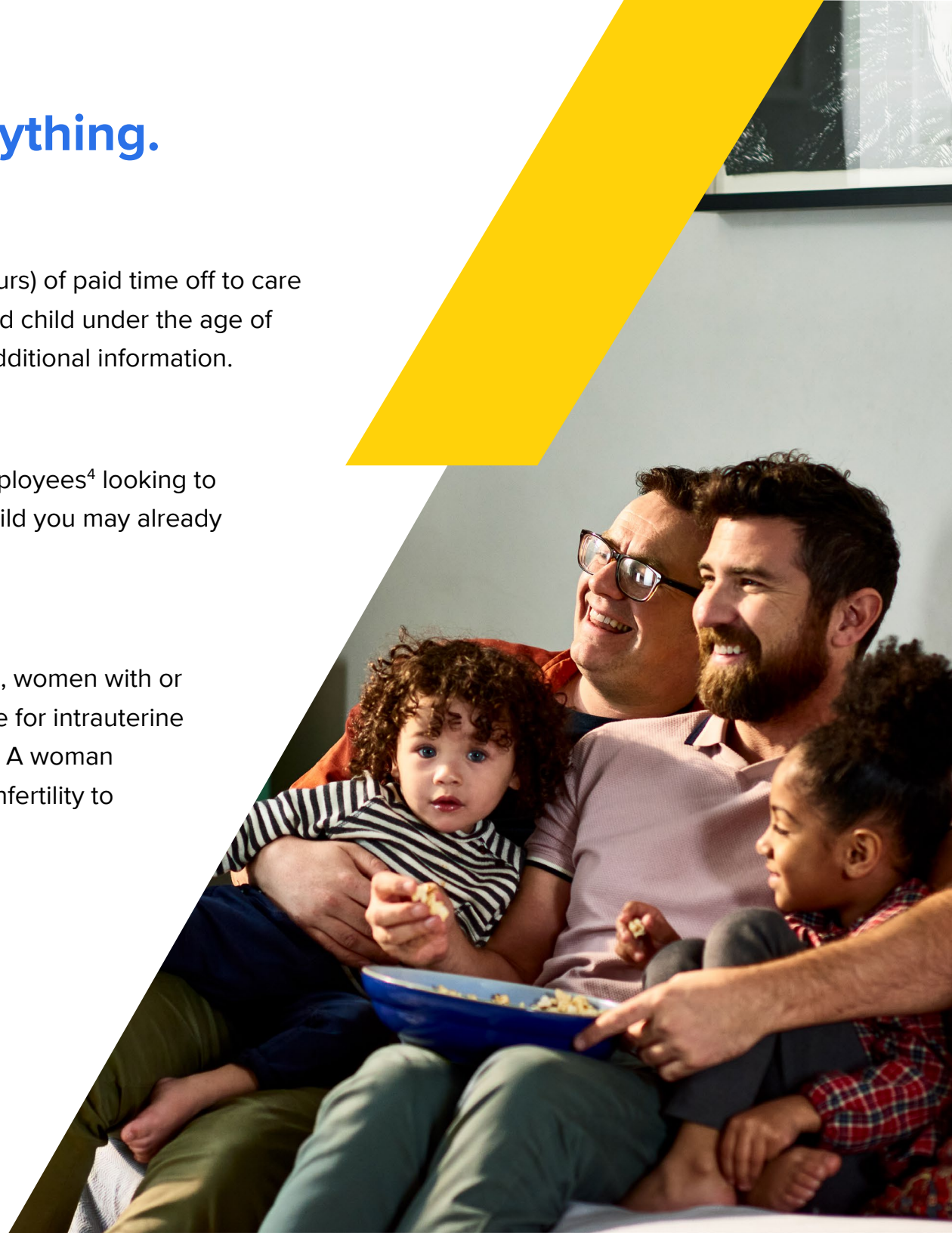
An [Adoption Benefit](#) is available to eligible employees⁴ looking to adopt; this includes the adoption of a foster child you may already have in your home.

Infertility Benefits.

No matter which medical plan option you have, women with or without an opposite sex partner have coverage for intrauterine insemination or artificial insemination services. A woman does not have to be officially diagnosed with infertility to access these benefits.⁵

Coverage for domestic partners.

Stanley Black & Decker extends benefits for [domestic partners](#) – as well as children of domestic partners – for active full-time and part-time employees.⁶



Additional LGBTQ+ resources.

Your medical ally.

[ConsumerMedical](#)[®] can help you navigate the complexities of health care, understand a diagnosis or treatment options, and more. Doctors specializing in gender-affirming care are available to offer expert medical opinions.

24/7 Care Specialists.

Whether you are dealing with the stress of everyday life, facing difficult emotions or looking for personalized guidance, the Care Specialists at [LifeCare](#)[®] are available 24/7 to help.

Legal services.

You may enroll in the [ARAG](#)[®] Legal Insurance plan at your time of hire or during annual enrollment for help with legal matters, including gender identifier or name changes, domestic partnership agreements, adoption issues, and more.⁷

For parents and caregivers.

[Torchlight](#) digital guides, on-demand webinars and one-on-one expert advice help you learn to foster emotional and social well-being for a family member identifying as LGBTQ+. It offers self-help resources, mental health support and more.



Additional LGBTQ+ resources.

Gender confirmation support.

New York Life Group Benefits Solutions offer concierge support throughout your gender affirmation journey for leave of absence concerns and more.

For further details, please email HRBenefits@sbdinc.com.

Integrity Helpline.

We all have a role to play in acting with integrity and encouraging our team members to do the same. Our 24/7 [Integrity Helpline](#) is a safe and confidential way to raise concerns. Call with issues related to harassment and discrimination, health and safety, or bribery; anything not aligned with our Code of Business Ethics or policies; or anything that may be against the law. When in doubt, point it out.

Diversity, Equity & Inclusion (DE&I).

Here are other ways to find support:

- Search for [DE&I resources on MySBD](#)
- Review our [Global Anti-Harassment & Discrimination Policy](#)
- Join an [Employee Resource Group \(ERG\)](#)



Support is a call or click away.

RESOURCE	PHONE
Stanley Black & Decker Benefits Center	800-795-3899
Cigna Healthcare	800-243-3280
Cigna Home Delivery Pharmacy	800-835-3784
Cigna Healthcare Supplemental Benefits	800-754-3207
ConsumerMedical Code: SBD	888-361-3944
Employee Assistance Program	800-243-3280
Integrity Helpline	800-461-9330
Kaiser	800-464-4000
Legal Insurance: ARAG® Code: 14360sbd	800-247-4184
LifeCare/Care.com	866-608-6618
My Personal Champion	855-699-8990
Torchlight	844-693-3477



National Suicide Prevention Lifeline.

If you are experiencing a mental health crisis or suicidal thoughts, you can call, chat or text **988** or call **800-273-8255**. A crisis support worker will help you get the care and support you need.

Stanley Black & Decker has a copper-level partnership with [Out & Equal](#), a premier organization working exclusively on LGBTQ+ equality in the workplace.

For more information on our values and commitment, visit [Our Inclusive Culture](#).

NOTE: This guide is not a guarantee that services will be rendered.

1. Not all preventive care services are covered. For example, immunizations for travel are generally not covered. See your plan materials for a complete list of covered preventive care services.
2. Additional services may be covered. Some services, treatments and medications may require precertification. If so, your request will be reviewed and you and your doctor will be notified if the care is approved or denied. If denied, you can appeal the decision and a written notice will be provided with instructions on how to do so. Additionally, your doctor can speak with the Cigna Healthcare Medical Director about the decision. See your plan materials for detailed instructions, or have your doctor contact Cigna Healthcare.
3. Available to all employees and their household members, even if not enrolled in a Stanley Black & Decker medical plan.
4. This benefit is available to non-bargaining employees who have completed 30 days of continuous service at participating locations. Benefits vary depending on the degree of commitment or the special problems of the adopted child.
5. Includes all related services billed with an infertility diagnosis (e.g., X-ray or lab services billed by an independent facility).
6. US-based employees working more than 20 hours per week. If you choose to enroll your domestic partner or domestic partner's child(ren), this coverage is considered a taxable fringe benefit for you. You will be responsible for paying the taxes of the Fair Market Value employer cost of this coverage.
7. Limitations and exclusions apply. Depending upon a state's regulations, ARAG's legal insurance plan may be considered an insurance product or a service product. Insurance products are underwritten by ARAG Insurance Company of Des Moines, Iowa, GuideOne® Mutual Insurance Company of West Des Moines, Iowa, or GuideOne Specialty Mutual Insurance Company of West Des Moines, Iowa. Service products are provided by ARAG Services, LLC. This material is for illustrative purposes only and is not a contract. For terms, benefits or exclusions, call 800-383-4184.

