

# Transgender health care benefits

**Your health and well-being are important.** Learn about the transgender medical benefits and support available to help guide you through your transition.

NXP medical plans offer benefits specifically for gender identity disorder/dysphoria and the transition support you may need. These benefits include:

- Continuous hormone replacement with laboratory testing to monitor its safety
- Gender affirmation surgery
- Sexually transmitted disease (STD) and human immunodeficiency virus (HIV) tests
- Psychotherapy

Please call us or refer to your specific plan documents to determine what your member cost share will be. Applicable costs will apply toward your deductible and out-of-pocket maximum.

## You have an advocate

Managing the health care system can be complicated. That's why UnitedHealthcare has a dedicated transgender support team available to provide compassionate and effective support. You'll have one advocate who can answer your benefit, medical, health, financial and general inquiries by phone or email.

**Your advocate will:**



**Build a relationship with you—there's no need to start over for each call**



**Take responsibility for each inquiry and follow through to resolution**



**Address all your health and well-being needs, not just those related to transgender support**

# Access additional support through the EAP

Professional, confidential support is available to you, your spouse or domestic partner, and your children through NXP's Live and Work Well Employee Assistance Program (EAP). You and your family members can receive up to 5 free counseling visits per year with a masters-level counselor who specializes in dysphoria and transgender issues. If an issue extends beyond short-term resolution through the EAP, you can access further services through your behavioral health benefits.

## What is gender dysphoria?

Gender dysphoria (GD) is the distress a person feels due to their birth-assigned sex and gender not matching their gender identity.

GD is diagnosed in adults and teens if they have distress and problems functioning for 6 months and experience at least 2 of the following:

- A strong desire to be the other gender
- A strong desire to be treated as the other gender
- A strong desire to change sexual characteristics
- Psychotherapy and mental health services for GD and associated psychiatric diagnoses
- Hormones and puberty suppressing medications for treatment of GD
- Laboratory testing to monitor the safety of continuous cross-sex hormone therapy
- Genital surgery for the treatment of GD, and breast surgery including bilateral mastectomies and breast reduction

People who experience GD often identify as transgender.



**Call an advocate  
at 1-844-210-5428**

8 a.m. – 8 p.m. local time

**Learn more**

Call Work Life Solutions at **1-866-248-4094** anytime, day or night.  
Visit [liveandworkwell.com](https://liveandworkwell.com) (access code: NXP)

The information provided is for general informational purposes only and is not intended to be medical advice or a substitute for professional health care. You should consult an appropriate health care professional for your specific needs and to determine whether making a lifestyle change or decision based on this information is appropriate for you. Some treatments mentioned may not be covered by your health plan. Please refer to your benefit plan documents for information about coverage.

EAP use is confidential in accordance with state and federal laws.

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