Equal Healthcare Access—Who Supports It?

Professional Associations
- American Medical Association (Resolution 114, April 14, 2008)
- American Academy of Family Physicians (Resolution 1004, 2012 Resolutions)
- American Psychological Association (Position Statement, July 2012)
- American Association of Clinical Endocrinologists
- American College of Obstetricians and Gynecologists (Committee Opinion 512, December 2011)
- National Association of Social Workers (Transgender Policy Statement)
- World Professional Association for Transgender Health

Businesses
- 25% of Fortune 100 companies offer healthcare plans inclusive of transgender workers.
- These businesses believe that providing workers with the medically-necessary care they need to be healthy and productive is good for workers and their families, is the right thing to do—and they know it is good for business.
- Adequate healthcare for employees and their families has been demonstrated to be critical to maintaining workplace focus and productivity.
- Employees unable to access needed healthcare, or whose dependents are restricted from accessing care, are unable to give full attention to their responsibilities.
- Full access to necessary medical services allows trans-identified employees to bring more of their whole self to work, increasing their ability to contribute to the effectiveness of the organization.
- EQUAL benefits (a component of equal compensation) are essential for effectiveness and productivity in the workplace.
- Transgender-inclusion is not about a new and different set of services. Transgender-inclusive health coverage is part of equal compensation—and specifically equal benefits.

Government Entities
- U.S. Department of Health and Human Services—Supports measures to end discrimination due to gender identity in health insurance coverage.
- Internal Revenue Service—O’Donnabhain v. Commissioner (134 T.C. No. 4, 2010) ruled that hormone prescriptions and surgical procedures are “valid treatments for Gender Identity Disorder and the costs of these procedures are deductible under the Internal Revenue Code.”
- City of San Francisco—has had fully inclusive health insurance plan since 2001.
- Multnomah County, Oregon—fully inclusive health insurance plan in place since 2010.
- City of Portland, Oregon—has had fully inclusive health insurance plan since 2011.
- City of Dallas, Texas—fully inclusive health insurance coverage approved 2013?

Each of the 207 companies listed on this page has an insurance plan inclusive of all workers, including those who are trans*

Information on this page is drawn from professional association web sites, Human Rights Campaign’s Transgender-Inclusive Health Care Coverage and the Corporate Equality Index (2012), and Out & Equal Workplace Advocates’ November 2010 Town Call.

The campaign for Equal Healthcare Access is a coalition of civil rights organizations working in Dallas and around the nation for equality. For more information, contact Trans Pride Initiative, P.O. Box 3982, Dallas, Texas 75208 or email us at info@tpride.org.