

Gender affirmation offering

Health & Dental Care Plan



Coverage you can count on to support your gender transition journey

Helping students live their healthiest lives is what we do at **GreenShield** – and a key part of that guiding purpose is to offer inclusive benefits coverage options. With this in mind, for those looking to undertake a gender transition journey, you have access to a robust gender affirmation offering.

Background

While traditional benefit plans address some components of the gender transition journey, we firmly believe that they fall short of covering the scope of transition needs. **GreenShield's** offering steps in to help reimburse expenses that are above and beyond typical plan designs. Equally, the offering helps to fill the gaps tied to services not covered under your provincial or territorial government health care plans.

Rest assured that we did our research. In developing this offering, **GreenShield** consulted with a wide range of organizations, including the Canadian Professional Association for Transgender Health (CPATH) and the World Professional Association of Transgender Health (WPATH), to strengthen our understanding of the gaps that exist today and the messaging that will resonate most effectively in the transgender community.

Highlights

There are two categories of the gender affirmation offering, which is included within your benefits plan for you and your eligible dependents:

- ✓ **Foundation:** Includes reimbursement for core surgeries not covered by provincial or territorial coverage and services that assist in the physical alignment of the individual's transitioned gender. Examples include vocal surgery, tracheal shave, chest contouring/breast construction, vaginal dilators, facial feminization, and laser hair removal.
- ✓ **Focused:** Includes reimbursement for surgical enhancement of the individual's features that follows their accepted gender ideal. Procedures include nose surgery, liposuction/lipofilling, face/eyelid lift, lip/cheek fillers, hair transplant/implants, and gluteal lift/implants.

Reimbursement of eligible expenses is subject to a diagnosis of gender dysphoria from a medical doctor or nurse practitioner, in addition to a reasonable and customary (R&C) fee per claim of \$5,000 and an overall lifetime maximum of \$10,000.