

## Staff Personnel Manual (SPP)

### SPP513: Gender-Affirming Care Benefits Health Reimbursement

Effective: 3/1/2024

Revised: 11/1/2024

#### Purpose

To provide up to \$10,000 in financial assistance to support eligible staff members and their dependents who receive medical services or prescriptions as part of gender-affirming care not currently covered by the Arizona Department of Administration health care plan. The lifetime maximum benefit is \$10,000 per eligible person.

#### Source

University policy

#### Applicability/Eligibility

Benefits-eligible, regular faculty, academic professionals, [classified staff](#), [university staff](#), and [non-faculty administrators](#).

#### Policy

1. Benefits-eligible employees may receive the gender-affirming care health reimbursement when the following conditions are met:
  - They are enrolled in an ASU medical plan.
  - They, their legal spouse, or their child age 26 or younger receive medical services or prescriptions as part of care or services that affirm the individual's gender identity.
  - The employee is benefits-eligible both at the time the services or prescriptions are received and when the health reimbursement request is submitted.
  - The service or prescription is not covered by an applicable medical plan.
  - The health reimbursement request is submitted within six months after the date the service or prescription is received.
  - If enrolled in a High Deductible Health Plan, the annual deductible must be exhausted before receiving this benefit.
  - The employee has not previously received the maximum gender-affirming care benefit.
2. The gender-affirming care benefit health care reimbursement amount is determined by the university and is subject to change.
3. The gender-affirming care benefit health reimbursement is available to employees immediately upon benefits eligibility.

#### Cross-Reference(s)

For information on medical plan benefits, see:

- [ACD 601-01](#), Health and Dental Coverage

- [SPP 504-01](#), “Insurance Coverage”

For information on salary continuance and leaves of absence from the university, see:

- [ACD 702-02](#), “Health Related Leave”
- [ACD 702-03](#), “Family Leave”
- [ACD 704-01](#), “Vacation Leave”
- [ACD 707](#), “Leave of Absence without Pay”
- [SPP 705-02](#), “Family Leave of Absence”
- [SPP 705-01](#), “Extended Leave of Absence”
- [SPP 701-01](#), “Sick Leave Benefits”
- [SPP 702-01](#), “Vacation Leave Benefits”