

Letter 49

From: [Leah Langby](#)
To: [ETF SMB GIB Feedback](#)
Subject: Change in policy regarding gender reassignment and other treatments
Date: Saturday, January 21, 2017 12:58:59 PM

To Whom It May Concern:

[REDACTED]

I was dismayed to hear about the change in coverage for ETF benefits, effective this year, that affects people seeking treatments for gender identity/gender dysphoria. [REDACTED]

[REDACTED]

[REDACTED]

Counseling, hormonal therapy, and surgeries for gender dysphoria are deemed medically necessary by major medical organizations, including the American Medical Association and American Psychological Association, as such treatment improves health and well-being, and saves lives. It is not fringe or experimental medicine. Excluding coverage for these treatments does not save on costs, as then needed care for anxiety, depression, and suicidality then increase.

State employees who cannot access appropriate care will be less healthy and therefore less productive members of the workforce. Furthermore, these discriminatory exclusions make the state a less attractive employer, at a time when we are already having difficulty attracting and retaining talented people.

Even if these exclusions provided a cost savings to members/insurance policy holders, as an ETF member I would be against them. But as they do not provide any cost savings to me and my colleagues, I really cannot see the point.

Please reconsider this exclusion.

Sincerely,

Leah R. Langby