

## Attachment 8

**From:** Alexander Frye  
**To:** [ETF SMB Board Feedback](#)  
**Subject:** Insurance Coverage for Transgender People  
**Date:** Wednesday, April 25, 2018 9:08:34 AM

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To the Wisconsin Group Insurance Board,

I am urging the Board to reconsider the exclusion listed in the Uniform Benefits on, "Procedures, services, and supplies related to surgery and sex hormones associated with gender reassignment." As an organization/individual that knows and respects those subject to the decisions of the GIB, it is very much understood that this would be morally and medically appropriate.

However, there are financial reasons to remove the exclusion. In 2016, the ETF noted the GIB would remain "... at risk by maintaining benefit designs that would be considered discriminatory on the basis of sex and gender identity under Title VII of the Civil Rights Act of 1964..."

The Board is now a listed defendant in for being directly responsible for the discrimination against Alina Boyden, with additional cases likely to follow suit.

In light of this, I ask the Board to consider a recent ruling by the US Court of Appeals for the 6th Circuit stating, "Discrimination against employees, either because of their failure to conform to sex stereotypes or their transgender and transitioning status, is illegal under Title VII."

I'd also request the Board consider a more recent statement from the US District Court of the Southern District of Texas stating, "...these very recent circuit cases are persuasive. They consistently recognize transgender status and orientation as protected classes under Title VII, applying the long-recognized protections against gender- or sex-based stereotyping."

I'd request the Board consider the even more recent ruling from the US District Court of the Western District of Washington, "...that, because transgender people have long been subjected to systemic oppression and forced to live in silence, they are a protected class."

I want to remind the Board that protected classes are defined as groups protected from employment discrimination, by law, as enforced by the EEOC, which, per the organization's own words, "...interprets and enforces Title VII's prohibition of sex discrimination as forbidding any employment discrimination based on gender identity or sexual orientation."

Michael Farrell, Stacey Rolston, Herschel Day, Charles Grapentine, Waylon Hurlburt, Theodore Neitzke, Jennifer Stegall, Francis Sullivan, Nancy Thompson, J.P. Wieske, and Bob Zieglbauer.

Will you right your wrong and take a stand for the rights, protection, and equity of all of your constituents, or will you go down in history for choosing the side of hatred and

discrimination?

Sincerely,  
Alexander Frye