

August 2nd, 2018

Dear Members of the Group Insurance Board,

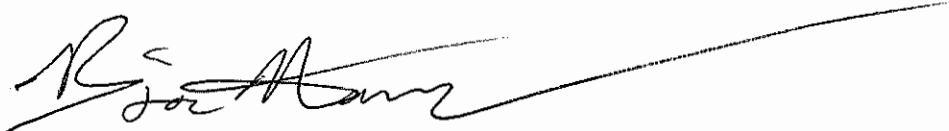
My name is Dr. Bjorn Hanson, I am a psychologist working at the University of Wisconsin-Madison, and I am the Coordinator for Quality, Data, and Informatics for University Health Services. Part of my role at the University is to promote public health and to make prudent investments in the allocation of health fees. It is with this background that I **strongly urge you to vote to remove the exclusion of procedures, services, and supplies related to surgery and sex hormones associated with gender reassignment for Plan Year 2019.**

All reputable medical and health policy organizations have already made statements designating procedures, services, and supplies related to gender reassignment surgery, and associated hormones, as **medically necessary** for the treatment of gender dysphoria. For your reference, these organizations include the American Medical Association, the American Public Health Association, the American Psychological Association, the American Psychiatric Association, the American Academy of Family Physicians, and the American College of Obstetricians and Gynecologists.

These medically necessary services pay dividends towards individuals' mental and physical health by reducing the need for future services (e.g., counseling) that compensate for the lack of medically appropriate services. Estimates place the increase in premiums at a negligible amount— less than \$0.14 per month. Furthermore, inclusion of these medically necessary services also shelters the ETF from future litigation as well as the damage caused to ETF's reputation by being seen as a regressive institution.

I also want to make clear that the inclusion of these procedures does not directly benefit myself or my family. This is about doing what is best for our fellow employees and their families. This is a matter of human dignity. **For many of our colleagues, friends, and neighbors, this is a matter of life and death.** Whether for money, science, or morality, I once again strongly urge you to remove the exclusion of procedures, services, and supplies related to surgery and sex hormones associated with gender reassignment surgery.

Sincerely,

A handwritten signature in black ink, appearing to read "Bjorn Hanson", with a long horizontal flourish extending to the right.

Bjorn Hanson, Ph.D.