## FILE NO. 080969

## RESOLUTION NO. 313-08

[Creation of transgender health benefits for CalPers]

## Resolution endorsing the creation of transgender health benefits for CalPers.

WHEREAS, In 1994, the City and County of San Francisco Human Rights Commission ("the Commission") held the nation's first governmental public hearing on human rights discrimination against transgender people and issued a report of that hearing with findings and recommendations; and,

WHEREAS, The Commission found that expert professionals have concluded that the successful medical treatment of transgender people often includes medically necessary psychological, hormonal, and/or surgical interventions; and,

WHEREAS, The Commission found that because insurers routinely pay for surgical procedures, psychological care, and hormonal treatments for non-transgender people while coverage for the same interventions is denied to transgender people, these exclusions regarding transgender people are inherently and unfairly discriminatory; and,

WHEREAS, In 2001, the City and County of San Francisco became the first municipal employer in the United States of America to remove discriminatory exclusions in their health insurance policies that would deny coverage for transgender City employees, retirees, and their dependents, thereby offering "transgender" health benefits; and,

WHEREAS, In 2005, the entire University Of California ("UC") system removed transgender exclusions from insurance plans and began offering transgender health care coverage to UC employees, retirees, and their dependents; and,

WHEREAS, Available actuarial data confirms the low cost and affordability of the benefit and that the utilization rate is proportionate to the estimated transgender population seeking such interventions; and,

Supervisors Ammiano, Daly **BOARD OF SUPERVISORS** 

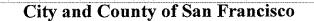
WHEREAS, Gender identity is a protected category under California nondiscrimination and insurance law; now, therefore, be it

RESOLVED, That the Board of Supervisors of the City and County of San Francisco encourages the CalPers system to remove discriminatory provisions against transgender care in all health care insurance plans and to make psychological, surgical, and hormonal interventions available for transgender people; and, be it

FURTHER RESOLVED, That the Board of Supervisors of the City and County of San Francisco calls upon all insurance carriers and all employers to remove discriminatory exclusions prohibiting coverage for psychological, surgical, and/or hormonal treatments for transgender people.

Supervisors Ammiano, Daly BOARD OF SUPERVISORS

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Tails

## Resolution

File Number: 080969

**Date Passed:** 

Resolution endorsing the creation of transgender health benefits for CalPers.

July 16, 2008 Board of Supervisors - ADOPTED

Ayes: 10 - Alioto-Pier, Chu, Daly, Dufty, Elsbernd, Maxwell, McGoldrick, Mirkarimi, Peskin, Sandoval Absent: 1 - Ammiano

File No. 080969

I hereby certify that the foregoing Resolution was ADOPTED on July 16, 2008 by the Board of Supervisors of the City and County of San Francisco.

0.

Angela Calvillo Clerk of the Board Mayor Gavin Newsom

7.21.08

**Date Approved**