



LGBTQIA+ GUIDE

Benesch's LGBTQIA+ Resources



Welcome to Benesch's LGBTQIA+ Resource Guide

At Benesch, we are proud of our diverse workforce and committed to creating an inclusive work environment where everyone can feel comfortable bringing their authentic selves to work. We also believe it is our responsibility to ensure every employee has the resources they need to thrive.

The resources highlighted within this guide are specific to the needs of our LGBTQIA+ community. From family planning and healthcare to mental health and more, we are proud to offer a comprehensive benefits package that meets the needs of our employees.

START EXPLORING

Use the section links at the top of each page, bold links throughout the guide, or simply click on the arrows at the bottom of each page to navigate through the guide.



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QUALIFIED LIFE EVENTS

Changes to your benefit elections can only be made during New Hire Enrollment or the Annual Open Enrollment unless you experience a Qualified Life Event, including:

- Marriage
- Divorce or legal separation
- Birth of your child
- Death of your spouse, domestic partner, or dependent child
- Adoption of or placement for adoption of your child
- Change in employment status of employee, spouse/domestic partner or dependent child
- Qualification by the Plan Administrator of a child support order for medical coverage
- Entitlement to Medicare or Medicaid
- Turning Age 26

For more information, please visit the [Qualified Life Events](#) page on Benefits Connection.

DOMESTIC PARTNERSHIP

Domestic Partnership is an interpersonal relationship between two unmarried, consenting adults who live together and share a common domestic life. A domestic partner can be of the same sex or opposite sex.

Benesch allows employees to include Domestic Partners on Benesch benefit plans. Employees must fill out the Domestic Partner Affidavit and provide proof of the Domestic Partnership.

Please visit the [Eligibility](#) page on Benefits Connection to view the Domestic Partner Policy & Affidavit document.



MEDICAL BENEFITS

GENDER REASSIGNMENT SURGERY

Gender reassignment surgery and related services and supplies are covered on Benesch's medical plans through Blue Cross Blue Shield of Illinois. (BCBSIL)

Gender reassignment surgery is not a single procedure, but part of a complex process involving multiple medical, psychiatric and surgical specialist working in conjunction with each other and the individuals to achieve successful behavioral and medical outcomes.

Services are subject to medical review and members must meet the criteria for gender dysphoria for services to be considered medically necessary and be covered under the policy.

HIV SERVICES AND TREATMENT

- HIV screenings for those at higher risk
- Pre-exposure prophylaxis (PrEP)
- Antiretroviral therapy (ART) – involves using two or more antiretroviral drugs to suppress the virus to undetectable levels in the blood and slow the progression of the disease

PRE-AUTHORIZATION PROCESS

You may need prior approval from BCBSIL to receive coverage for healthcare services and treatments. We encourage you to call the pre-notification telephone number listed on your BCBSIL ID card.

SHORT-TERM DISABILITY

If you are out for an extended period of time (more than 7 calendar days), due to recovery from a Gender Re-assignment Surgery, you are eligible to file a Short-Term Disability claim for review. For more information, please review the [FMLA-STD-Personal Leave Guide](#) on the Leave of Absence page of Benefits Connection.

Please refer to the BCBSIL Benefit Booklets and Summary Plan Description on Benefits Connection on the [Medical & Prescriptions page](#) for more information on the following benefits.

CLAIMS DENIAL APPEAL PROCESS

If you file a medical claim and it is denied, you may appeal. For more information on the services above, pre-authorization and the claims process, please view the [BCBSIL Benefit Booklets and Summary Plan Description](#) on Benefits Connection on the Medical & Prescriptions page.

WELL ON TARGET

Visit wellontarget.com to explore our online courses. This benefit is designed to give you tools to support your health and wellness. Activities range from wellness videos, fitness challenges and nutrition habits information. Please call **888-421-7781** if you have questions or want to learn more.

[Click here to see flyer.](#)

VITALITY

Vitality Benesch's company-sponsored wellness program. This program gives you tools to support your physical and mental health through company-wide challenges, a variety of online courses including nutrition and exercise tracking to earn points to exchange for rewards. For more information [click here](#).

Please call **877-224-7117** or go to www.powerofvitality.com if you have questions or want to learn more.



MENTAL HEALTH BENEFITS

COMPSYCH – EMPLOYEE ASSISTANCE PROGRAM (EAP)

LGBTQIA+ employees face a unique set of challenges in the workplace. Your ComPsych® GuidanceResources® Employee Assistance Program (EAP) understands this and is available to help, not just at work, but also at home or in your community. Below are some topics you can discuss with your ComPsych contact.

Parenting Needs	Work-Life Balance	Legal Concerns	Financial Issues	Counseling Assistance
• Adoption for same-gender couples • Understanding IVF & other options • Childcare concerns • Step-parenting issues • Special needs children • Choosing schools and colleges • Homework & study habits • Support for children of same gender parents	• Gay-friendly vacation planning • Wedding & event planning • Finding LGBTQIA+ supportive vendors • Pet sitting services • LGBTQIA+ supportive health care • Support groups & community resources	• Name changes after marriage • Co-parenting & custody rights • Transgender rights • Divorce & child custody • Wills & estate planning • Real estate/landlord-tenant relations	• Credit card debt & liability • Identity theft • Retirement planning • Income tax questions • Dos & don'ts of commingled finances • Budgeting help • Insurance issues	• Grief or depression • Chronic illness • Substance abuse/addictions • Domestic violence • Parenting or relationship issues • Social rejection & bullying • Coming out socially & at work • Harassment • Gender & sexual identity

ADDITIONAL SUPPORT

EMPLOYEE ASSISTANCE PROGRAM

Benesch's confidential employee assistance program (EAP) is available to all employees through ComPsych. ComPsych's Guidance Resources is company-sponsored, confidential and provided at no charge to you and your dependents, offering five free counseling sessions per issue per year for you and all of your household family members.

EAP specialists will confidentially discuss challenges you and your family may be facing and provide you with consultation, information, action plans and resources within your community. The EAP offers face-to-face sessions, unlimited access to master's level consults by telephone, and online tools and resources.

Utilizing the Employee Assistance Program

- Phone consultations: **800.272.7255**; unlimited calls, 24/7
- Your company Web ID: **COM589**
- Online tools and resources: guidanceresources.com

NATIONAL ALLIANCE ON MENTAL HEALTH ILLNESS (NAMI)

Find mental health and healthcare resources for people who are transgender, including information on the right access to healthcare. This service is free to use. Please visit transequality.org.

THE TREVOR PROJECT

The Trevor Project provides crisis and suicide intervention for LGBTQIA+ youth. If you know an LGBTQIA+ youth who is in danger of harming themselves, text **"START"** to **678678**. For more information, please visit thetrevorproject.org.

LGBTQIA+ NATIONAL HELP CENTER

The Center offers confidential, peer, support connections for LGBTQIA+ youth, adults and seniors over the phone, by text or through online chat. Connect with other LGBTQIA+ peers for free at lgbthotline.org.

Gay and Lesbian Medical Association's Provider Directory

Use this search tool to locate an LGBTQIA+ inclusive healthcare providers at glma.org.





IMPORTANT CONTACTS

Below is contact information for the Benesch Benefits Team and our service providers.

Contact	Email & Web Address	Phone Number
BCBSIL Customer Service	www.bcbsil.com	(800) 458-6024
Benefits Connection	benesch.eebenefits.info	N/A
Benesch Benefits Mailbox	benefits@benesch.com	N/A
ComPych (Employee Assistance Program)	guidanceresources.com	(800) 272-7255
Lincoln Financial Group	MyLincolnPortal.com	(888) 408-7300