

LGBTQ+-Related Benefits and Services
11-18-2022

HR contact:

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***Kristal noted that HR welcomes additional feedback as they continue to evaluate the competitiveness and inclusivity of our benefit offerings. (Please keep in mind that for our union employees, offerings are limited specifically by what is negotiated by the unions.)

1. All healthcare plans (medical, dental, and vision) allow for domestic partner enrollments. The contributions are deducted post tax and subject to imputed income per IRS regulations.
2. All of our medical plans include fertility treatment, but coverage specifics and policies depend on the health insurance carrier, plan, and provider network. A participant should contact the insurer for more specific coverage information.
3. The parental leave policy for adoption is the same as for other new parents. Barnard College offers paid family leave under New York State PFL, at 67% of the salary, up to the NYS average weekly wage. Accrued vacation is also applicable to supplement parental leave.
4. Cost and coverage for hormone treatments and top/bottom surgery will depend on insurance carrier enrollment. [Here](#) is a basic summary provided by Cigna regarding gender affirmation services. Employees should inquire about specific coverage and required prior authorizations directly to their insurance representatives as they vary from plan to plan.
5. Employee Assistance Program (EAP): Health Advocate offers a wide EAP network of services, providing you and your dependents confidential support through phone, text, chat, or video 24/7/365. The EAP is available to all Barnard College employees, regardless of benefits enrollment status.

Health Advocate:
Phone: 877-240-6863
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