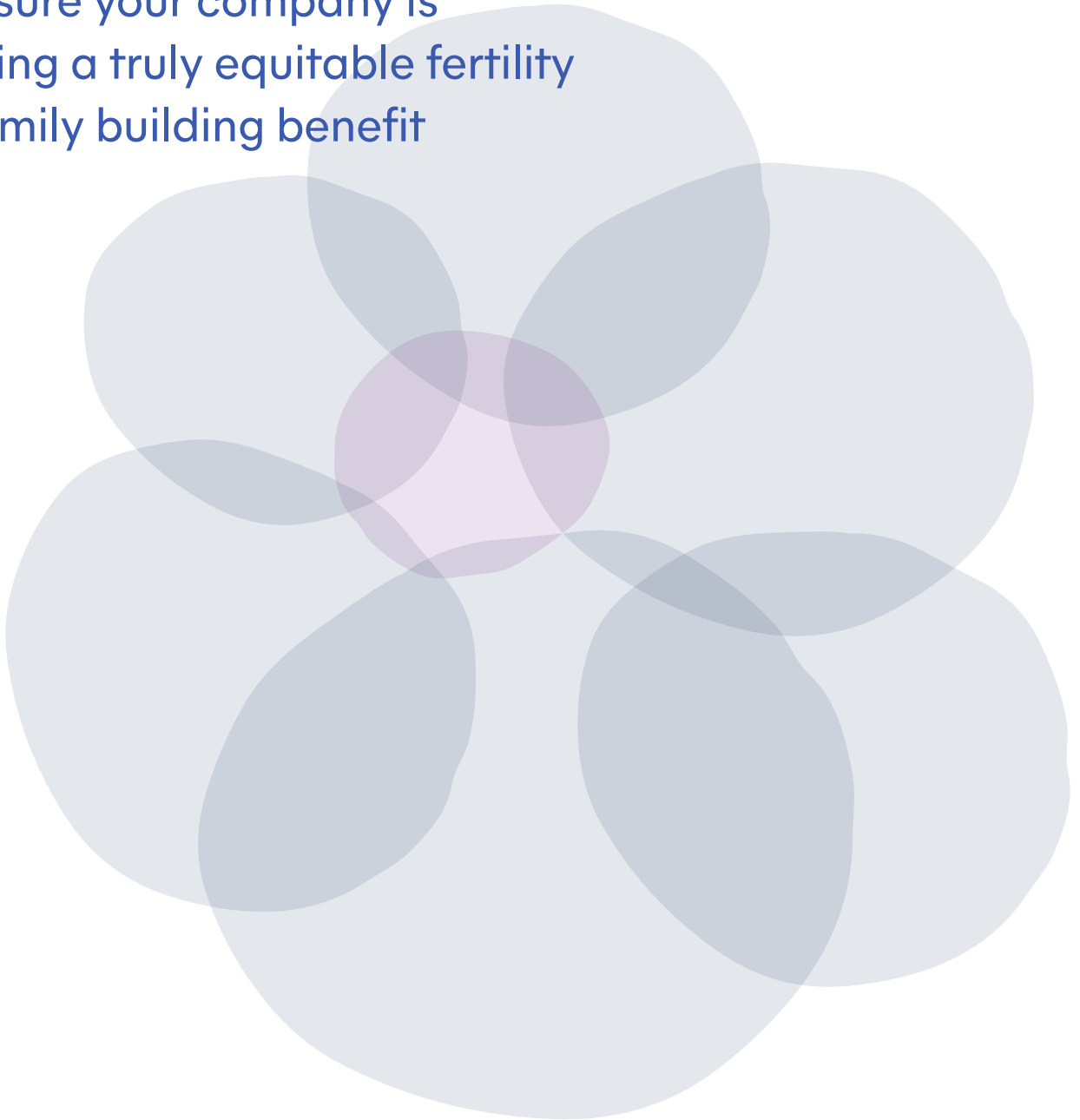


Equitable Fertility and Family Building Checklist

Make sure your company is providing a truly equitable fertility and family building benefit



Progyny believes everyone should be able to pursue their dream of having a family. Our equitable fertility and family building benefit supports all paths to parenthood, and our data-driven model lays the groundwork for superior clinical outcomes, cost savings, and exceptional member experiences.


Does your company provide an equitable benefits package to all employees?

Many companies, despite their intent to support a diverse workforce, offer a fertility and family building benefit that inadvertently excludes employees who are LGBTQ+ or single parents by choice.

How is this possible? Simply put, conventional coverage often requires employees to meet an outdated definition of infertility before they can access treatment - often discriminating against those who need it most.

Check the fine print?

Policies may include language that an individual must have “unprotected heterosexual intercourse” for a predetermined amount of time before they can proceed to treatment or require that a member must pay out of pocket for IUI and associated medications before more effective treatment can be pursued.



“Infertility is defined as the inability of opposite sex partners to achieve conception after one year of unprotected intercourse; or the inability of a woman to achieve conception after 6 trials of artificial insemination over a one-year period.”

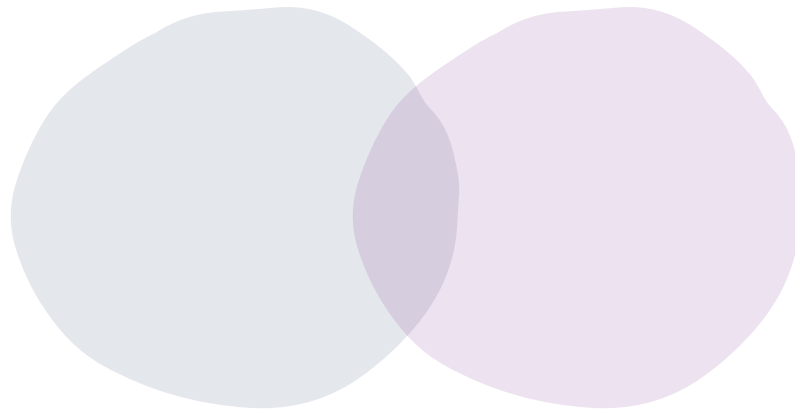
How can you make sure you're providing a truly equitable fertility and family building benefit?

Use this checklist:

- Do you offer fertility and family building benefits that are accessible to LGBTQ+ individuals/couples and employees who are single parents by choice?
- Does your policy contain language that requires a diagnosis of infertility or other requirements before an employee can access fertility treatment?
- Are in-network fertility specialists screened and trained to provide inclusive fertility and family building education and treatment?
- Are insurance or care representatives associated with your benefit trained to provide inclusive fertility and family building education that is sensitive to each individual's journey?
- Do employees have access to LGBTQ+ family building resources?
- Do you offer adoption and surrogacy benefits?
- Do employees have access to educational resources on adoption and surrogacy? Note: Adoption and surrogacy processes, laws, and costs can vary widely by state.
- Do employee resource groups for parents to be, parents, and families support and acknowledge all paths to parenthood?
- Do parental-leave policies and return-to-work policies acknowledge and provide support for various family structures?

How does your current fertility and family building benefit measure up?

Progyny provides equitable fertility and family building benefits for all paths to parenthood. Progyny benefits are available to all eligible employees and their covered partners. Our Provider network and Patient Care Advocates are trained to counsel all members, regardless of their orientation, gender, or partnership status in their unique family building needs.



Ready to bring Progyny to your organization?
Reach out at info@progyny.com

