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# FEHB Program Carrier Letter

## All FEHB Carriers

U.S. Office of Personnel Management  
Healthcare and Insurance

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**Letter No. 2011-12**

**Date: May 27, 2011**

Fee-for-Service [9]    Experience-rated HMO [9]    Community-rated HMO [9]

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**SUBJECT: Gender Reassignment**

This letter provides guidance on how carriers should address requests to change gender designations for enrollees who have transitioned from one sex to another.

Carriers who receive written requests from enrollees who have transitioned from one sex to another should allow them to select their preferred gender designation for carrier records. Carriers which issue ID cards with gender as one of the elements should then issue gender-appropriate cards to the enrollees. Enrollees should also be provided appropriate benefits in accordance with their individual medical status. For example, an individual who undergoes reassignment from female to male, but who still needs routine mammograms and pap smears, should be provided benefits for those services. The same rule applies to the medical needs and benefits of male-to-female transitioners.

If you have any questions or need additional information, please contact your contract specialist.

Sincerely

John O'Brien  
Director  
Healthcare and Insurance