

Employment Non-Discrimination Statement

Fermilab is an Equal Opportunity Employer and believes a diverse and inclusive environment based on mutual respect is essential to our mission. Fermilab is committed to recruiting and developing the most hardworking people and does not discriminate in employment on the basis of race, ethnicity, color, religion, age, sex, gender identity or expression, sexual orientation, military/veteran status, country of birth, geography/postal code, disability, marital status, parental or gestational status, or other non-merit factor.

Human Resources
askhr@fnal.gov

Concerns Reporting

www.generalcounsel.fnal.gov/how-to-report-concerns-or-violations

Fermilab Office of General Counsel (OGC)
ogc@fnal.gov

Human Resources Business Partners
www.hr.fnal.gov/contact/hr-partners/

Fermilab Security Department
Emergency: 630-840-3131
Non-Emergency: 630-840-3414



Points of Contact Health Benefits:

BCBS Services and Support for LGBTQ Members
www.bcbsil.com/member/member-resources/lgbtq-support

Blue Cross Blue Shield PPO – Group # P56727
1-800-548-4686 • www.bcbsil.com

Blue Cross Blue Shield HDHP – Group # P11340
1-800-828-3116 • www.bcbsil.com

Blue Advantage HMO – Group # B51346
1-800-892-2803 • www.bcbsil.com

Express Scripts Pharmacy PPO (PPO and HDHP Only)
1-866-814-7105 • www.express-scripts.com

Fermilab Benefits Office
benefitsoffice@fnal.gov

Inclusive Resources:

Office of Equity, Diversity, Inclusion and Accessibility
inclusion@fnal.gov

SPECTRUM Laboratory Resource Group
www.diversity.fnal.gov/spectrum



LGBTQ+ Resource Guide

[www.diversity.fnal.gov/
inclusiveresources](http://www.diversity.fnal.gov/inclusiveresources)

Fermilab is committed to promoting a safe, respectful, inclusive, diverse, equitable, accessible and professional work environment for the advancement of all its employees.

Every member of the laboratory community plays a role in shaping a workplace culture of belonging that values, develops, rewards, retains and proactively supports the potential of a diverse workforce.

Ensuring Fermilab provides resources and offerings to make informed healthcare decisions is critical to our commitment to inclusion.

This LGBTQ+ Guide is a comprehensive summary to:

- Readily reference critically important resources
- Confidentially identify healthcare options
- Easily identify points-of-contact

Resources

- **Spectrum Community Laboratory Resource Group (LRG)**
- **Name & Gender in FNAL Systems: Workday, Phone Directory, Employee Badge, Legal vs Preferred Name**
- **Gender pronouns in email signature**
- **Gender Neutral Restrooms**
- **Submitting legal documents to Human Resources**
- **Wellbeing / Employee Assistance Program**
- **Support from Blue Cross Blue Shield (See page 5)**

www.diversity.fnal.gov/inclusiveresources

PRIDE IN WHAT WE DO

Gender-Inclusive Marriage Benefits

Medical

- ☑ Health / Medical
- ☑ Vision
- ☑ Dental
- ☑ Dependent Coverage
- ☑ COBRA benefits

Other

- ☑ FMLA
- ☑ Bereavement
- ☑ Supplemental Life Insurance
- ☑ Employee Assistance Program
- ☑ Relocation/travel assistance

Family Formation Benefits

- ☑ Adoption Assistance
- ☑ Cryopreservation (for 1 year)
- ☑ Foster Care Assistance
- ☑ In-vitro Fertilization
- ☑ Surrogacy Benefits
- ☑ Paid Family Leave (non-FMLA)

Transgender-Inclusive Healthcare Services and Treatment Options

- ☑ Reconstructive surgical procedures related to gender affirmation (including reconstructive chest, breast, and genital procedures)
- ☑ Medical visits and laboratory services
- ☑ Pharmaceutical coverage (e.g., hormone replacement therapies, including puberty blockers)
- ☑ Short-term medical leave
- ☑ Mental health benefits

Treatment for Gender Dysphoria

(Diagnosis & deemed medically necessary)

- ☑ Hair removal, such as electrolysis, laser treatment, etc.
- ☑ Hair removal required for reconstructive surgery
- ☑ Tracheal shave/reduction
- ☑ Facial feminization surgeries
- ☑ Voice modification surgery
- ☑ Voice modification therapy
- ☑ Lipoplasty - filling for body masculinization or feminization

HIV Services and Treatment

- ☑ HIV testing including self-treatment options
- ☑ Pre-exposure prophylaxis (PrEP) including injectable treatment
- ☑ Post-exposure prophylaxis (PEP)
- ☑ Antiretroviral therapy (ART) including injectable treatment