



LGBTQ+

Benefits and resources

At American Airlines, we foster an inclusive work environment by offering benefits and programs for all team members – regardless of sexual orientation, gender identity or gender expression.

American was the only airline to achieve a perfect score when the Human Rights Campaign Foundation launched its Corporate Equality Index in 2002. We are also the only airline to receive a perfect score every year since the award's inception.

American has been a pioneer in ensuring equality in our policies and practices. We are the:

- First major airline to implement same-sex domestic partner benefits (2000).
- First major airline to have a company-recognized LGBTQ+ team member resource group (1994).
- First major airline to implement both sexual orientation (1993) and gender identity (2001) in workplace nondiscrimination policies.

Our comprehensive suite of benefits is specifically tailored to accommodate our LGBTQ+ community. These benefits include domestic partner benefits and gender transition support, which show how we invest in and support our LGBTQ+ team members so they can confidently bring their authentic selves to work.

Health care coverage

Same- and different-sex spouses and domestic partners have access to medical (including prescription drug), dental and vision coverage.

Through our benefit programs, LGBTQ+ individuals and their covered dependents are connected to health care and emotional support for the unique needs of the community. Team members have access to:

- *Health care for transgender individuals.*
- *Gender transition health care*, including *gender reassignment* surgery, continuous hormone replacement therapy, mental health support and counseling.
- *HIV and AIDS treatment and care*, including prescription drugs through CVS Specialty Pharmacy as medically necessary.
- Complete *preventive care* coverage for *doctor's visits* and *routine lab testing*.

For team members looking to expand their family, we offer a variety of support.

- We offer **fertility and surrogacy benefits**, which include a medical benefit of up to \$50,000 and a prescription benefit of up to \$25,000. The benefit covers eligible medical expenses related to infertility treatment services or treatment promoting fertility, including artificial insemination, **in vitro fertilization (IVF)**, and other similar procedures. It also covers eligible expenses related to **surrogacy**, such as embryo transfer costs, surrogacy agency fees, the surrogate's medical expenses and costs that are incurred by the donor (if covered under an American medical option).
- Our **Adoption assistance program** provides reimbursement of up to \$4,000 for qualified adoption expenses per adoption case, with a maximum reimbursement of \$8,000 over a team member's employment with American. In addition, two positive-space round trip tickets on American flights will be provided to the team member and another family member (who is a D2 or D2P-eligible), if needed, to pick up a qualified adoptee who does not reside in the nearby community. American will provide an additional one-way ticket to bring the new family member(s) home.

For more details, please refer to the American Airlines Health & Welfare [Summary Plan Description](#).

Mental health support

We offer programs to support the mental well-being of all our team members, including free and confidential counseling through our [Employee Assistance Program \(EAP\)](#).

Team members and their covered dependents can also connect with physicians and mental health professionals through our medical options.

Health care navigation

When it comes to navigating their health care, team members enrolled in an American Airlines medical option have access to a dedicated health care navigator at no additional cost. This navigator serves as a single point of contact, guiding team members to make the most of their benefits so they are able to confidently manage their health. Team members in most American Airlines medical options have the support of a [care advisor](#) through BlueCross BlueShield or UMR; team members enrolled in our DFW ConnectedCare plan have a health care coordinator through the [DFW ConnectedCare Center](#).