

Caring for you on life's journey — with PRIDE

Benefits designed to support your whole self

At American Airlines, we foster an inclusive work environment by offering benefits and programs for all U.S.-based mainline team members — regardless of sexual orientation, gender identity or 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, and are proud to be:

- 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.
- First Fortune 100 company to establish an entire gay and lesbian national marketing and sales team, the Rainbow TeAAm (1994).



Our comprehensive suite of benefits is specifically tailored to accommodate our LGBTQ+ community. From various leave options to domestic partner benefits and gender transition support, 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 partners are entitled to equal benefits, including quality choices for 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** without exclusion for medically necessary care.
- **Specialty medication** and advice.
- **Gender-affirmation surgery counseling** from a dedicated clinical team that will guide you through the journey.
- **Complete preventive care** coverage for **doctor's visits** and **routine lab testing**.

For team members looking to grow their family, we offer a variety of support:

- **Fertility benefits**, providing up to \$50,000 for medical benefits and \$25,000 for prescription benefits. 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 (if covered under an American medical option). For more details, please refer to the American Airlines Health & Welfare [Summary Plan Description](#).
- **Adoption and Surrogacy** reimbursement for eligible expenses – up to \$30,000 over a team member's employment with American – including adoption or surrogacy agency, legal and administrative fees through [American's Adoption and Surrogacy Program](#). 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.

Mental health support

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

Team members and their covered dependents can also connect with physicians and mental health professionals through our medical options. And if enrolled in the Standard or Plus medical option, outpatient mental health visits with an in-network provider are covered at 100% for team members and their covered dependents. Your care advisor (see below) can help you find an in-network provider.



Benefits navigation

When it comes to navigating their health care, team members enrolled in an American Airlines medical option have access to a dedicated care advisor at no additional cost. Care advisors serve 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 [Blue Cross Blue Shield of Texas \(BCBSTX\)](#) or [United Healthcare \(UHC\)](#); team members enrolled in our DFW ConnectedCare plan have a health care coordinator through the [DFW ConnectedCare Center](#).

Leave of absence

Team members have access to disability benefits to protect their income when away from work because of a medical event, planned surgery or other qualifying personal situation.

Short-term leaves of absence are also available and can support team members while ill or recovering from medically necessary transition procedures.