

LGBTQ+ Health Benefits Guide

Quinn Emanuel is committed to providing comprehensive benefits coverage for our employees. Here you will find a highlight of our benefits and services for our LGBTQ+ employees and their dependents.

Standard Benefits

Our medical plans are available to same-sex spouses and domestic partnerships.

- Medical coverage
 - Including gender affirming care and HIV/AIDS care coverage (PrEP, PEP)
- Dental care
- Vision care

Additional Services

Additional benefits provided to our eligible employees and their dependents.

- Family building benefits are offered to our LGBTQ+ eligible employees and their families
 - The benefit provides Associates, Of Counsels and Partners, who have been with the firm for a year or more, a loan up to \$75,000 (lifetime maximum) toward infertility services. This loan will be forgiven, but subject to applicable taxes, if the employee/partner is still with the firm 12 months after the date of the last disbursement. Participants who leave the Firm for any reason, prior to 12 months following the last disbursement will be required to reimburse the firm for the full amount of the loan. For more information on covered services, please visit: <https://www.quinnemanuel.com/media/tkgh0noy/family-building-benefit.pdf>
- Cigna offers a “My Personal Champion team”, which works with employees covered by our Cigna Health Plan to make gender-affirming care as simple and easy as possible.
 - The team works to ensure people can avoid obstacles while they get the services they need. Those services can include hormone therapy, speech therapy, mental health care, and surgeries. The team also helps customers find community support groups and provides support for social transitioning.
- The firm provides an Employee Assistance Program through UNUM.
 - Covered employees seeking gender-affirming care may contact UNUM to get confidential assistance from a licensed professional counselor on matters relating to their care or issues like work/life balance, handling stress, and relationship matters, among other topics.

Contact Us

- Please contact BenefitsDepartment@quinnemanuel.com with questions.