



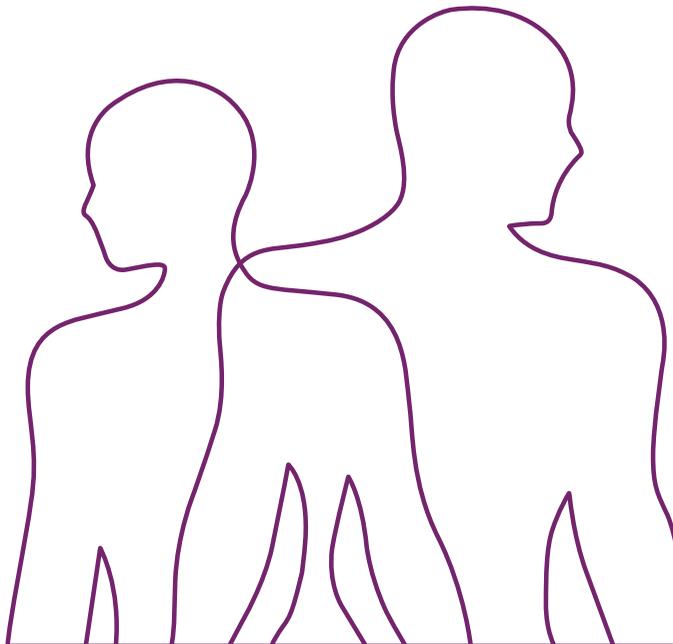
## Anatomical sex

refers to the physical sex characteristics that most people are born with or those that develop over time. This term generally refers to the external genitalia and reproductive organs present at birth as well as attributes like chromosomes and the hormone levels present in the body. Some people have sexual and reproductive anatomy that doesn't fit within the usual definitions of female or male, and these people are described as intersex.



## Gender identity

is used to describe how an individual perceives their own gender. It's based on how much the person feels they align with characteristics they associate with different points on the gender spectrum. A person's gender identity can be the same as or different from the anatomical sex they were assigned at birth, or they can identify with no gender at all.



# Understanding Gender and Sexual Orientation

**UPMC Health Plan is dedicated to providing every patient with high quality care and services.**

It's important that those in the LGBTQ community feel safe and comfortable when they visit their providers. With that in mind, your understanding of the key concepts around gender identity and orientation is integral to your ability to offer the most inclusive and empathetic care to these patients.

**Remember, these are not absolute, black-and-white terms.**

Gender isn't binary, nor is it an either/or description of a person. You should think about gender and orientation as a continuum with a wide range of attitudes and attributes.

**It's always best to ask your patients for their chosen pronouns and to refer to them as such throughout their treatment.**



## Gender expression

describes how a person presents their gender to the world. This can be through their actions, demeanor, or mannerisms as well as how they choose to appear through their choice of clothing, hairstyle, makeup, or other signifiers. You shouldn't make assumptions about someone's gender identity based on your perceptions of their gender expression.



## Sexual orientation

refers to the people to whom a person is drawn emotionally, romantically, or sexually. Sexual orientations include gay, lesbian, straight, bisexual, queer, pansexual, asexual, and more.

UPMC Wolff Center and UPMC Health Plan resources can help you offer quality care for LGBTQ patients. You can contact them at **LGBTQHealth@upmc.edu** or visit **UPMC.com/LGBTQ** to review programs and services dedicated to helping the LGBTQ community. UPMC Health Plan members can call Member Services at **1-844-202-0126 (TTY: 711)** or the phone number on the back of their insurance card to learn more about transgender/gender-affirming coverage.