

# LGBTQ Policy Statement



## Lesbian, Gay, Bisexual, Transgender, and Queer/Questioning Policy Statement for the Rush Community

Rush's core values — innovation, collaboration, accountability, respect and excellence — are behind every decision we make. Upholding respect as a core value translates into maintaining a culture of inclusion and equal treatment for patients, visitors and employees from all the diverse groups that make up our Rush community, including individuals who identify as lesbian, gay, bisexual, transgender, or queer/questioning (LGBTQ).

The following LGBTQ policy statement identifies the many ways that Rush maintains a community that is welcoming and supportive of our LGBTQ members. Each of the policies incorporated below apply to all of Rush, which is a Chicago-based, not-for-profit enterprise comprised of Rush University Medical Center, Rush Oak Park Hospital, Rush University, and Rush University Medical Group.

### Non-discrimination and harassment

Rush is an equal opportunity employer that welcomes and encourages all individuals interested in working at Rush to apply regardless of age, race, sex, religion, color, national origin, disability, veteran status, sexual orientation, gender identity and/or expression, marital or parental status, ancestry, citizenship status, pregnancy or other reason prohibited by law.

Rush's policies regarding non-discrimination broadly prohibit discrimination against patients, employees, faculty, and students on the basis of, among other things, sexual orientation and gender identity.

For more information, please review Rush's policies on [general non-discrimination](#) and specific policy regarding [employee non-discrimination](#).

Rush also does not tolerate harassment or other misconduct against our employees, patients, students and other members of the Rush community, including harassment related to someone's gender identity or sexual orientation. For more information, please review Rush's policies regarding [harassment](#).

To report discrimination or harassment, call [REDACTED] or report [online](#). Reporting can be done anonymously.

## Visitation

Rush's policies regarding visitation permit patients to designate the visitor(s) of their choice, including domestic or civil union partners of the same or different sex, significant others, caretakers, guardians, agents, and friends, regardless of sexual orientation and gender identity. For more information, please review Rush's [visitation policy](#).

## Transgender health care services

Rush offers a variety of transgender health care services, including:

- Liaison services for patients, employees and students who are transitioning or considering transitioning
- Referrals for gender-confirming surgeries
- Hormone therapy and monitoring
- Psychological, physical and psychiatric evaluations
- Trans-affirming gynecological care

In addition, Rush's employee and student health benefit plans both cover comprehensive transgender health care services, including counseling, hormone therapy and surgery. Rush also provides support to transitioning employees and students following the Human Rights Campaign Workplace Gender Transition Guidelines, which can be found [here](#).

Rush was the first hospital in Illinois to offer these insurance benefits to our employees. More information about transgender health care coverage for Rush employees and students can be found [here](#).

## Medical decision-making

Rush recognizes any agent appointed by a patient to make health care decisions, including a same-sex partner. When a patient has not formally appointed a health care agent and is no longer able to make medical decisions on behalf of him/herself, Rush follows the Illinois Health Care Surrogate Act. This act recognizes a hierarchy of individuals who can make health care decisions on behalf of a non-decisional patient, including the patient's same-sex spouse and other individuals who are close to a patient (for example, a same-sex partner who is not a spouse).

For more information, please review Rush's policies regarding [patients' rights](#).

## **Facilities**

Rush maintains both gender neutral restrooms (i.e., single stall) and gender specific restrooms. Individuals are permitted to use the restroom that corresponds to their gender identity. All other gender specific use of Rush facilities, including patient room assignments and locker rooms, is permitted on the basis of gender identity.

## **Patient confidentiality**

Rush respects all patient's wishes on matters of privacy and confidentiality, including our LGBTQ patients. Under HIPAA (Health Insurance Portability and Accountability Act) regulations, hospitals may use or disclose a patient's protected health information to a family member, other relative, close personal friend or any other person the patient identifies, including a patient's same-sex partner. For more information, please review Rush's policies regarding [patients' rights](#) and [privacy](#).