Whereas, “Many women in medicine feel pressure to defer pregnancy during their training, which often coincides with peak fertility years;”¹ and

Whereas, Many Fortune 100 Companies offer an employee benefit of egg freezing, allowing women to have the option of having children while managing their careers;² and

Whereas, As a medical industry that performs egg freezing procedures, employers should offer this as a covered benefit through employer paid insurance plans or cash reimbursement for their own physician employees, including the medical student level; and

Whereas, By doing so, women physicians gain reproductive autonomy, reducing the pressure to sacrifice their careers in order to start their families, thereby reducing the gender gap in leadership roles;² and

Whereas, It may increase women physician retention in an organization, as employees who obtain social egg freezing benefits are more loyal to their employers;²,³ and

Whereas, Fertility preservation benefits for active duty military personnel is being explored as a covered benefit with Tricare (AMA Policy H-510.984); and

Whereas, Data from one study of U.S. female physicians indicate that medical professionals have substantially higher infertility rates than the general population, with one in four respondents reporting a diagnosis of infertility;⁴ and

Whereas, Our AMA has policy that encourages infertility and fertility preservation insurance coverage (AMA policy H-185.990); and

Whereas, Our AMA has policy which encourages insurance coverage for medical students (AMA Policy H-295.942); therefore be it

RESOLVED, That our AMA advocate for fertility preservation as a covered employee benefit through employer paid insurance plans or cash reimbursement for women in medicine. (Directive to Take Action)

Fiscal note: Minimal – Less than $500 to implement

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Relevant AMA Policy:
Infertility Benefits for Veterans H-510.984
Infertility and Fertility Preservation Insurance Coverage H-185.990
Insurance Coverage for Medical Students and Resident Physicians H-295.942
References: