

AMERICAN MEDICAL ASSOCIATION WOMEN PHYSICIANS SECTION

Resolution: 1
(November 2021)

Introduced by: Sheena Ogando, MD

Subject: Fertility Preservation Insurance Coverage for Women in Medicine

1 Whereas, "Many women in medicine feel pressure to defer pregnancy during their training,
2 which often coincides with peak fertility years;"¹ and
3
4 Whereas, Many Fortune 100 Companies offer an employee benefit of egg freezing, allowing
5 women to have the option of having children while managing their careers;² and
6
7 Whereas, As a medical industry that performs egg freezing procedures, employers should offer
8 this as a covered benefit through employer paid insurance plans or cash reimbursement for their
9 own physician employees, including the medical student level; and
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11 Whereas, By doing so, women physicians gain reproductive autonomy, reducing the pressure to
12 sacrifice their careers in order to start their families, thereby reducing the gender gap in
13 leadership roles;² and
14
15 Whereas, It may increase women physician retention in an organization, as employees who
16 obtain social egg freezing benefits are more loyal to their employers;^{2,3} and
17
18 Whereas, Fertility preservation benefits for active duty military personnel is being explored as a
19 covered benefit with Tricare (AMA Policy H-510.984); and
20
21 Whereas, Data from one study of U.S. female physicians indicate that medical professionals
22 have substantially higher infertility rates than the general population, with one in four
23 respondents reporting a diagnosis of infertility;⁴ and
24
25 Whereas, Our AMA has policy that encourages infertility and fertility preservation insurance
26 coverage (AMA policy H-185.990); and
27
28 Whereas, Our AMA has policy which encourages insurance coverage for medical students
29 (AMA Policy H-295.942); therefore be it
30
31 RESOLVED, That our AMA advocate for fertility preservation as a covered employee benefit
32 through employer paid insurance plans or cash reimbursement for women in medicine.
33 (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:

1. Kaye EC. One in Four — The Importance of Comprehensive Fertility Benefits for the Medical Workforce. *New England Journal of Medicine* 382; 16: 1491-1493.
2. 2018 Bloomberg Law, Available at <https://news.bloomberglaw.com/health-law-and-business/insight-employer-subsidized-egg-freezing-benefits-who-really-pays>.
3. 2016-2017 FertilityIQ The Best Companies to work for as a Fertility Patient. Available at <https://www.fertilityiq.com/topics/cost/2016-best-companies-to-work-for-as-a-fertility-patient-corporate-fertility-benefits-rankings>.
4. Stentz NC, Griffith KA, Perkins E, Jones RD, Jagsi R. Fertility and childbearing among American female physicians. *J Womens Health (Larchmt)* 2016; 25: 1059-65.