

Notice of Women's Health and Cancer Right Act of 1998 **(WHCRA)**

To comply with the Women's Health and Cancer Rights Act of 1998 (WHCRA) the University is required on a yearly basis to notify all employees covered by our Health Plan of the following:

In the fall of 1998, Congress passed the Women's Health and Cancer Rights Act, which requires that all group health plans provide certain minimum coverage of reconstruction surgery after a mastectomy.

Benefits for reconstructive surgery after a mastectomy will be covered under the same terms and conditions as other regular inpatient services under the Plan and will include the following.

- Coverage for reconstruction of the breast on which the mastectomy was performed.
- Surgery and reconstruction of the other breast to produce a symmetrical appearance.
- Coverage for prostheses and physical complications of all stages of the mastectomy, including lymphedemas.

All the above in a manner determined in consultation with the attending physician, the member and approved by The Health Plan as medically necessary and appropriate.

No payment is made for expenses incurred in connection with surgical operations for breast implants unless it is necessary for breast reconstruction with mastectomy related to breast cancer or fibrocystic breast disease.

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