

Chevron Phillips Chemical

LGBTQ+ Inclusive Benefits Overview



About Us

At Chevron Phillips Chemical, we are committed to providing comprehensive benefits and inclusive benefits coverage. Here you will find a highlight of our benefits and services of interest to LGBTQ+ employees and their dependents.



Core Benefits

Our medical plans are available to employees, eligible spouses, and their dependents regardless of spouse's gender.

Medical Care

Including gender affirming care and transgender-inclusive health care coverage*

Dental Care

Vision Care

Prescription Drug Coverage

- ✓ Pre-exposure prophylaxis (PrEP) included for both prevention and treatment
- ✓ Puberty blocker medication to treat gender dysmorphia (including those for dependents)

Additional Benefits

Family Formation

- ✓ Adoption assistance
- ✓ Infertility treatment coverage
- ✓ In-vitro fertilization coverage
- ✓ Paid parental leave

Well-Being Assistance

- ✓ Employee Assistance Program (EAP) including child care and therapy resources
- ✓ Gender neutral dress code
- ✓ Wellness incentives

Work-Life Balance

- ✓ Floating holidays
- ✓ Paid volunteer time off

Financial Support

- ✓ Savings and Pension Programs
- ✓ Education reimbursement



Contact Us

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Notice to Employees and Candidates: Eligibility requirements apply. In the event of any inconsistency between a statement contained in this summary and the relevant plan document, the plan document will control. Refer to plan documents for a comprehensive list of benefits and eligibility requirements.

*Where allowed by law