

Pink Script

Talking to your employer or HR about HSDD treatment

Navigating benefits and workplace conversations with confidence

If Your Employer Manages Your Health Plan

- "I have a prescription for an FDA-approved medication for a diagnosed condition, and I'm running into coverage gaps. I'd like to understand if our benefits plan covers it, or if there's an appeal process through the plan administrator."
- "The medication treats a real, clinical diagnosis. I'd like to escalate a coverage question."

If You're Talking To HR About Time Off For Treatment

- "I have a medical appointment related to a health condition I'm managing. I'd like to understand my options for a flexible schedule or protected medical leave if needed."
- "I don't need to share details—I just want to know what's available under our FMLA or medical leave policy."

If Your Workplace Has A Health Advocate Or EAP

- "I'm trying to navigate insurance coverage for a prescribed medication. Can the employee health advocate help me file an appeal or find alternative options?"
- "Does our employee assistance program cover telehealth consultations for women's health? I'd like to use that benefit."

Know Your Rights

- Your employer cannot ask what medication you take or why. Medical privacy is protected under HIPAA.
- If your plan is employer-sponsored, you have the right to appeal coverage decisions—ask for the Summary Plan Description.
- FMLA may apply even for ongoing treatment appointments, not just hospitalization.

*You never have to explain your diagnosis at work. 'I'm managing a medical condition and need coverage support' is enough.
Your health is your business.*