

IRR CLM 925 - Adding "Nonbinary" as an option in gender data elements DN0053 Employee Gender Code and DN0428 Dependent Gender Code

Background – IRR submitted by Jenny Bertel of Oregon.

Discussion – We looked into differing options we had with this IRR. One being the initial ask of only adding the Nonbinary code, but quickly began discussion of expanding the fields as much as possible. Gregg provide information from HL7, (Link added below) which showed various groups proposed and current listing of codes regarding Gender Identity and/or Sex. After much discussion and evaluating gender codes used within other standards (WCIO, X12, CMS), we decided to align with the gender codes that have been adopted by X12. This list also was one of the few that used a single alpha character such as our current list.

<https://confluence.hl7.org/display/VOC/Implementations+and+SDO+uses>

Final Proposed Resolution for IRR CLM 925 - Adding Non-Binary as an option in the gender data elements DN 0053 Employee Gender Code and Dn0428 Dependant Gender Code

Amend the following DN's in the Claims 3.1 Implementation Guide

EMPLOYEE GENDER CODE – DN0053

Definition: The code indicating the sex of the employee.

Orig/Rev: 03/11/94, 07/01/97, 05/28/03

Record: 148

Format: 1 A/N

(Current) Values:

M = Male

F = Female

U = Unknown

(Proposed) Values:

F=Female

M= Male

T= Self-reported Transgender

U = Unknown

X= Nonbinary

(While we recognize that X-12 uses "I" as the code for Non-Binary, and "X" is used as the code for Non-Sexable, many states have already adopted "X" as Nonbinary as a standard)

DEPENDENT GENDER CODE – DN0428

Definition: The code indicating the gender of the dependent.

Orig/Rev: 08/15/17

Record: R22

Format: 1 A/N

(Current) Values:

M = Male

F = Female

U = Unknown

DP Rule: DN0428 cannot be required when DN0097 Dependent/Payee Relationship Code is equal to 80 Jurisdiction Fund or 9x Other. This DN may only be required when there is Permanent Total Disability (Benefit Type Codes 020, 021, 220, 221, 520, or 521) paid on the claim or where the employee is deceased (Benefit Type Codes 010, 210, or 510) and DN0055 Employee Number of Dependents is greater than zero. Dependent Gender Code shall not be required where Permanent Total Disability or Fatal Benefits have been paid prior to the jurisdiction's adoption of the data element.

(Proposed) Values:

F=Female

M= Male

T= Self-reported Transgender

U = Unknown

X= Nonbinary

(While we recognize that X-12 uses "I" as the code for Non-Binary, and "X" is used as the code for Non-Sexable, many states have already adopted "X" as Nonbinary as a standard)