



DEPARTMENT OF HEALTH & HUMAN SERVICES

OFFICE OF THE SECRETARY

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November 6, 2020

Marcia D. Greenberger
Judith G. Waxman
National Women's Law Center
11 Dupont Circle, NW
Suite 800
Washington, D.C. 20036

RE: OCR Transaction Number: 13-161003

Dear Ms. Greenberger and Ms. Waxman:

On June 4, 2013, the U.S. Department of Health and Human Services (HHS), Office for Civil Rights (OCR), received the above-captioned complaint alleging that Beacon Health Systems (Beacon) is not compliant with Section 1557 of the Patient Protection and Affordable Care Act. The complaint alleges that Beacon engaged in unlawful discrimination on the basis of sex in the benefit design of its employee health plan. Specifically, the complaint alleges that Beacon's employee health plan discriminates against female non-spousal dependents of Beacon employees by excluding them from maternity benefits.

OCR enforces federal civil rights laws that prohibit discrimination in the delivery of health and human services based on race, color, national origin, disability, age, sex, religion, and the exercise of conscience, and also enforces the Health Insurance Portability and Accountability Act (HIPAA) Privacy, Security and Breach Notification Rules.

OCR has reviewed the allegations in this matter and has determined that OCR will not investigate further the allegations raised. OCR is closing this case, effective the date of this letter. OCR's determination as stated in this letter applies only to the allegations in this complaint that were reviewed by OCR.

Thank you for your correspondence to the U.S. Department of Health and Human Services (HHS), Office for Civil Rights (OCR).

Sincerely,

Carla Carter

Carla Carter
Supervisory Civil Rights Analyst