

ADOPTION COUNSELING & REIMBURSEMENT



There are many paths to parenthood.

At Progyny, we recognize that there are many paths to parenthood. That's why, as part of your fertility benefit program, assistance is offered for those looking to use adoption to build their family. This part of your benefit can be utilized in a variety of ways.

Adoption Information & Counseling

Progyny Patient Care Advocates (PCA) provide information and counseling throughout the adoption process including information on what to expect, average costs, state specific laws and legal services.

Adoption Reimbursement Program

As part of your fertility benefit, your employer provides a reimbursement to cover adoption-related expenses. See below for a list of eligible expenses for reimbursement:

- State-licensed adoption agency fees for placement and parental counseling;
- Foreign adoption expenses and re-adoption charges in the US after a foreign adoption;
- Legal costs, including attorney's fees and costs of legal proceedings;
- State-required "pre-placement home study" and "post-placement supervision" programs, if applicable;
- Medical expenses of the natural mother associated with the actual childbirth (provided, however, that expenses for carrying out surrogate parenting arrangements are excluded from reimbursement);
- Charges for temporary foster care before placement provided by a licensed agency;
- Reasonable and customary transportation and lodging expenses to obtain physical custody of the adopted child. Expenses may be for the adoptive parents, child and natural mother.

