

News

# Baker Discusses Gender-Affirming Care Case's Potential Impact on Travel Benefits with SHRM

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Groom principal [Xavier Baker](#) was quoted by the *Society for Human Resource Management* (“SHRM”) in the article, “Supreme Court’s Transgender Case May Affect Travel Benefits,” where he considered the implications of state gender-affirming care laws on travel benefits and potential outcomes of the case before the U.S. Supreme Court.

“Most of the state laws focused on gender-affirming care have targeted medical providers rather than insurance carriers or service providers for employer-sponsored coverage,” said Baker.

“Employers face an increasingly complex and contentious environment when determining plan benefits, especially for gender-affirming care. Employers should be mindful that this remains an evolving legal environment,” he continued.

SHRM reported that, according to Baker, “while a ruling for Tennessee seems likely, the court could issue a narrow ruling that heightened scrutiny applies and send the case back to the 6th Circuit.”

To read the article, [click here](#).