

## TIPS FOR LGBT CAREGIVERS

As a lesbian, gay, bisexual or transgender (LGBT) caregiver, you may be facing a number of unique challenges, such as laws and policies that do not recognize your family of choice; fear of discrimination in health care settings; and lack of supports that address your needs. Learn about some issues to consider →



## HEALTH AND END OF LIFE DECISIONS

You and your loved ones should have legal documents in place to protect your health care and end-of-life choices. Consult an attorney or legal clinic in your area to decide which documents you need.

**FINANCES** It is also important to have certain documents in place to ensure that you can manage your loved one's finances in the event he or she cannot oversee them. Consult an attorney or legal clinic in your area.

## FAMILY AND MEDICAL LEAVE ACT (FMLA)

Same-sex partners are not currently covered under FMLA, which provides unpaid, job-protected leave for employees needing to care for family members. Many employers do extend these benefits to LGBT individuals, so be sure to check your employer's policies.

## FINDING LGBT-FRIENDLY IN-HOME CARE

If you think you'll need help in the home, do some research to find agencies that have LGBT-

affirmative policies. Ask your friends, people at your local LGBT community center, or your care recipient's caseworker for recommendations.

## FINDING LGBT-FRIENDLY LONG-TERM

**CARE FACILITIES** Look at facilities' promotional materials to see if LGBT people are represented; ask if they have anti-discrimination policies and if staff have been trained on LGBT issues; and inquire whether they include questions about sexual orientation and gender identity on their intake forms.

**CARE FOR THE CAREGIVER** To be at your best for your loved one, you need to be sure you have your own support network. Contact your local LGBT community center or ask your loved one's caseworker for recommendations on LGBT-friendly support groups. Or consider a telephone support group such as the SAGECAP National Caregiver Support Group. Contact SAGE at [212-741-2247](tel:212-741-2247) for more information.



## Services and Advocacy for GLBT Elders (SAGE)

is the country's largest and oldest

organization dedicated to improving the lives of lesbian, gay, bisexual and transgender (LGBT) older adults. SAGE launched SAGECAP (SAGE Caring and Preparing) in 2009 to provide a safe, welcoming community that helps LGBT caregivers navigate their current and future needs: as they provide care for a loved one, SAGECAP cares for them and in turn helps them prepare for the time in their life when they may need care.

For more information and resources for caregivers, visit [sageusa.org](http://sageusa.org) or [lgbtagingcenter.org](http://lgbtagingcenter.org).



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