



## SOCIAL SECURITY ADMINISTRATION

### ISSUE: GENDER NO-MATCHES

**POLICY DESCRIPTION:** The Social Security Administration (SSA) has multiple programs through which employers can match personnel records with SSA records. Some of these programs inappropriately allow gender data verification, which leads the employer to receive notification of a gender “no-match.” Currently, there are particularly onerous surgery requirements that a person must meet in order to change their gender in SSA records. Because the requirements are often less burdensome to receive state-issued identification, transgender people are able to update their gender in all areas except the SSA, leading to numerous no-match problems.

**Recommendation for Change:** We recommend that any programs allowing gender “no-match” letters to be issued to employers or other entities be terminated in all circumstances, since the disclosure of transgender status is not the intent of any of the data verification programs.