

GINA Disclosures

General Disclosure

GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008

The Genetic Information Nondiscrimination Act of 2008 (“GINA”) protects employees against discrimination based on their genetic information. Unless otherwise permitted, your Employer may not request or require any *genetic information from you or your family members*.

Additional "Warning" Language

“The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. ‘Genetic information,’ as defined by GINA, includes an individual’s family medical history, the results of an individual’s or family member’s genetic tests, the fact that an individual or an individual’s family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual’s family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.”

This sample notice is for general reference purposes only. As changes in the law, rules, regulations, and interpretations can occur, please contact an employment law attorney or the U.S. Department of Labor’s Employee Benefits Security Administration to review any forms or documentation you intend to distribute to employees. These materials are not intended to replace the advice of a qualified attorney, plan provider or other professional advisor. If legal advice or other expert assistance is required, the services of a competent professional should be sought.