

Genetic Information Nondiscrimination Act

(Provide once annually to all employees)

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination on the basis of genetic information in regard to hiring, discharge, compensation, terms, conditions, or privileges of employment; intentional gathering or disclosure of an individual's genetic information; and retaliation against complaints about a GINA violation is prohibited. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of disease or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members. A family member is broadly defined to include an individual who is the employee's dependent as the result of marriage, birth, adoption, or placement, for adoption or a first, second, third or fourth degree relative of the employee, or of a dependent of the employee.