



Genetic Information Nondiscrimination Act (GINA)

For further information, contact Honkamp Krueger & Co., P.C.'s human resources consulting department at 888-556-0123 or kschubert@honkamp.com.

On November 21, 2009, the Equal Employment Opportunity Commission (EEOC) will have the responsibility of enforcing Title II of GINA, which disallows discrimination by health insurers and employers based on individuals' genetic information. According to the EEOC, "the law prohibits the use of genetic information in making employment decisions, restricts the acquisition of genetic information by employers and others, imposes strict confidentiality requirements, and prohibits retaliation against individuals who oppose action made unlawful by GINA."

To act in accordance with the law, Honkamp Krueger's human resource consulting department suggests posting one of the following:

1. Print the supplement below and post it alongside EEOC's September 2002 "EEO is the Law" poster or OFCCP's August 2008 "EEO is the Law" poster.
www.eeoc.gov/employers/upload/eeoc_gina_supplement.pdf
2. Print and post the EEOC's November 2009 version of the "EEO is the Law" poster.
www.eeoc.gov/employers/upload/eeoc_self_print_poster.pdf
3. Order a new poster through the EEOC Clearinghouse at the address provided below. Please note that the EEOC poster is on backorder and will be shipped when the poster becomes available in the near future.

U.S. Equal Employment Opportunity Commission Clearinghouse
P.O. Box 541
Annapolis Junction, MD 20701
Fax: (301) 206-9789 or call: 1-800-669-3362 (voice)
1-800-800-3302 (TTY)