

Based on the final rule for the Genetic Information Nondiscrimination Act, it is recommended each District post the following notice where the Federal and State law postings are displayed:

### **Genetic Information**

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 employees or their family members. In order to comply with this law, the District will direct employees not to provide any genetic information in response to requests for medical information, including but not limited to FMLA medical certification or recertification. "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.

In addition, it is recommended that each District provide a copy of this written notice with any request for medical information from an employee, including any requests for medical certifications under the FMLA.