

## **02.11 Genetic Information Nondiscrimination Act (GINA)**

Original Approval: **DATE**

Last Updated: **DATE**

Last Reviewed: **DATE**

### **Policy/Purpose:**

It is the policy of Wallace Community College – Selma (WCCS) to ensure compliance with the Genetic Information Nondiscrimination Act (GINA) requirements and does not discriminate against covered individuals based on genetic information.

### **Scope:**

This policy applies to all WCCS students and employees during any activity involving the College, including the workday. In addition, visitors, vendors, contractors, and all other non-employees are expected to recognize and comply with College policies.

### **Definitions:**

*Genetic information:* Includes family medical history and information regarding individuals' and family members' genetic tests and genetic services.

### **Details:**

1. Genetic information is not used to make eligibility, coverage, underwriting, or premium-setting decisions.

### **Procedure(s):**

1. Refer to the Employee Complaints and Grievances Policy.

### **Additional Provisions/Information**

Refer to the Employee Complaints and Grievances Policy.