



LOMA LINDA UNIVERSITY
ADVENTIST HEALTH SCIENCES CENTER

OPERATING POLICY

CATEGORY:	HUMAN RESOURCE MANAGEMENT	CODE:	1-26
SUBJECT:	GENETIC INFORMATION NONDISCRIMINATION	EFFECTIVE:	8/2012
		IMPLEMENTED:	8/2012
		REPLACES:	
		PAGE:	1 of 2

Principle

Loma Linda University Adventist Health Sciences Center (LLUAHSC) respects the rights of employees to privacy regarding their genetic information. It is recognized that knowledge of an individual's genetic makeup can provide information regarding predisposition to certain medical conditions. LLUAHSC is committed to maintaining a workplace that is free from unlawful discrimination on the basis of genetic information, and to ensuring confidentiality and access restriction with regard to such information. All LLUAHSC core entities shall adopt a genetic information nondiscrimination policy that incorporates the general principles outlined herein.

Policy

In compliance with the Genetic Information Nondiscrimination Act of 2008, LLUAHSC enforces Strict policy of nondiscrimination on the basis of genetic information. Applicants and employees shall not be discriminated against in hiring, promotion, development and training, layoff and termination, compensation, fringe benefits or any other employment activity because of an individual's genetic tests, the tests of others in his/her family, or information about any familial disease or disorder. Applicants and employees shall not be treated differently because of genetic information that might have inadvertently come to light. In addition, LLUAHSC has established policies that prohibit harassment on the basis of race, color, gender, age, color, disability, marital status, national origin, pregnancy, religion, veteran's status, as well as genetic information.

While there is a general prohibition to acquisition of genetic information, LLUAHSC may acquire such if it is: obtained as part of health or genetic services on a voluntary basis; acquired as part of FMLA certification process; acquired through unintentional publicly available documents such as newspapers; acquired through a genetic monitoring program that monitors the biological effects of toxins in the workplace as required by law or under certain conditions; or acquired if it engages in DNA testing for law enforcement purposes such as a forensics lab with specific controls. LLUAHSC shall maintain any genetic information obtained through these or similar sources in a separate medical file so as to prevent any unlawful disclosure, and shall restrict access and disclosure to the fullest extent of the law.

LLUAHSC Policy

CATEGORY: HUMAN RESOURCE MANAGEMENT **CODE:** I-26

SUBJECT: GENETIC INFORMATION NONDISCRIMINATION **PAGE:** 2 of 2

Process

This policy shall be communicated to all employees, included in the employee handbook, and discussed during the onboarding orientation training. Employees are encouraged to contact Human Resources regarding questions or concerns pertaining to this policy.

APPROVED: LLUAHSC President's Council – August 14, 2012

APPROVED:

Senior Vice President, Human Resource Management Date _____

President/CEO Date _____

Corporate Secretary Date _____