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GINA - More than an Interesting First Name

Just in time for annual enrollment, the DOL has issued a number of FAQs on the Genetic Information Nondiscrimination Act (GINA). Remember, if you have health risk assessments for your medical plan, the questionnaires must be voluntary and you must decouple the genetic information questions from any monetary or other incentive that is paid to complete them. You can still pay a monetary incentive but your health risk assessment must make it clear that the incentive is only paid for completing the non-genetic information portion of the assessment. The FAQs can be accessed at the link below.
http://www.dol.gov/ebsa/faqs/faq-GINA.html