



## **Genetic Information Nondiscrimination Act (GINA) Fact Sheet**

### **What employers are covered?**

- Those with 15 or more employees

### **What are GINA's basics?**

- Prohibits discrimination based on genetic information
- Prohibits employers from collecting genetic information, with limited exceptions
- Prohibits health insurance and plans from requiring genetic testing and from discriminating based on genetic information
- Imposes strict confidentiality rules

### **Does GINA prohibit retaliation?**

- Yes

### **What are potential penalties?**

- Front and/or back pay
- Reinstatement
- Compensatory damages
- Punitive damages
- Attorneys' fees

### **What are some employer prevention measures?**

- Train employees not to gossip/discuss fellow employee genetically based illnesses
- Train employees not to gossip/discuss employee family member illnesses that have a genetic component
- Train supervisors to stop or short circuit employees who begin to discuss personal genetic information