



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

Genetic discrimination occurs when individuals are treated unfairly by employers or insurance companies due to a gene mutation that either causes or raises the risk of an inherited disorder. Many people considering genetic testing often fear such discrimination.

There are several federal and state laws designed to protect against genetic discrimination. Notably, the Genetic Information Nondiscrimination Act (GINA) is a key federal law aimed at preventing this type of discrimination.

GINA consists of two main parts: Title I and Title II. Title I prohibits genetic discrimination in health insurance, making it illegal for insurers to use or request genetic information when determining a person's eligibility or coverage. This provision came into effect on May 21, 2009. Title II prohibits employers from using genetic information when making decisions regarding hiring, promotions, and other employment-related matters. This part of the law took effect on November 21, 2009.

However, GINA and similar laws do not protect individuals from genetic discrimination in all situations. For instance, GINA does not apply to employers with fewer than 15 employees. Additionally, GINA does not cover genetic discrimination in other types of insurance, such as life, disability, or long-term care insurance.

For more information about GINA, click here:

<https://www.eeoc.gov/statutes/genetic-information-nondiscrimination-act-2008>