

# Is Discrimination a Real Concern?

## WHAT IS GENETIC DISCRIMINATION?

Genetic discrimination occurs if people are treated unfairly because of differences in their DNA that increase their chances of getting a certain disease. Generally people may worry about their genetic information affecting their health insurance and employment.

## GENETIC HEALTH INFORMATION HAS STRONG LEGAL PROTECTIONS.

Over 1.5 million people have had genetic testing for hereditary cancer risk . Both state and federal governments recognize the value of genetic information to patients and doctors and have put specific legal protections in place. In May of 2008, the Genetic Information Nondiscrimination Act or GINA, was signed into law and added to the already strong legal protections that are in place on both the state and federal levels. GINA is a federal law that protects Americans from being treated unfairly because of differences in their DNA that may affect their health. This law prevents discrimination from health insurers and employers.

## GINA PROHIBITS:

- The use of an individual's genetic information in setting eligibility, premium or contribution amounts by group and individual health insurers.
- Health insurers from requesting or requiring an individual or family member to undergo a genetic test or requesting, requiring or purchasing genetic information.
- The use of an individual's genetic information by employers in employment decisions such as hiring, firing, job assignments and promotions.
- Employers from requesting, requiring or purchasing genetic information about an individual employee or family member.

GINA adds to the already strong legal protections that are in place on both the state and federal levels in regards to genetic information. For more information about how GINA applies to you, go to the National Human Genome Research Institute at: <http://www.genome.gov/PolicyEthics/LegDatabase/pubMapSearch.cfm>

## PROTECTING YOUR GENETIC INFORMATION IS A PRIORITY.

The Health Insurance Portability and Accountability Act (HIPAA) of 1996 created federal privacy protections that apply to all health information created or maintained by healthcare providers, health plans, and healthcare clearinghouses. Myriad Genetic Laboratories complies with HIPAA practices. For more information on specific privacy practices, please visit: [myriad.com/patients-families/the-myriad-difference/your-privacy](http://myriad.com/patients-families/the-myriad-difference/your-privacy).