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| COASTAL ALABAMA COMMUNITY COLLEGE | | | |
| Policies and Procedures Manual | | | |
| Title: | <u>Genetic Information Nondiscrimination Act (GINA)</u> | | Approved by: |
| Insert: | 02.11 | Date: | 04/01/2022 |
| Replace: | | Date: | 06/01/2023 |
| Reviewed: | | Date: | 06/01/2023 |
| Remove: | | Date: | |

Warren C. P.

POLICY / PURPOSE:

It is the policy of Coastal Alabama Community College to ensure compliance with the Genetic Information Nondiscrimination Act (GINA) requirements and does not discriminate against covered individuals based on genetic information.

SCOPE:

This policy applies to all Coastal Alabama Community College students and employees during any activity involving the College, including the workday. In addition, visitors, vendors, contractors, and all other non-employees may be expected to recognize and comply with College policies.

DEFINITIONS:

Genetic information: Includes family medical history and information regarding individuals' and family members' genetic tests and genetic services.

DETAILS:

1. Genetic information is not used to make eligibility, coverage, underwriting, or premium-setting decisions.

PROCEDURE(S):

1. Refer to the [Employee Complaints and Grievances Policy](#).

ADDITIONAL PROVISIONS/INFORMATION:

Refer to [Employee Complaints and Grievances Policy](#).