

WELLNESS PROGRAM DISCLOSURES

NOTICE REGARDING WELLNESS PROGRAM

The **Altar Valley School District #51** wellness program is a voluntary wellness program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program by obtaining a preventive care screening for those enrolled in the AFLAC Voluntary Accident policy you may also be asked to complete a biometric screening. This screening may include a blood test for total cholesterol, HDL cholesterol, TC/HDL ratio, LDL cholesterol, Glucose, Triglycerides as well as measurement of blood pressure, height and weight, body mass index and waist measurement. You are not required to participate in the blood test or other medical examinations.

However, employees who choose to participate in the wellness program will receive an incentive of a preventive care reimbursement for preventive care exam by a health care professional. Although you are not required to participate in the preventive care screening, only employees who do so will receive \$100 upon submission of a claim to AFLAC.

The information from your preventive care screening will be used to provide you with information to help you understand your current health and potential risks. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personal identifiable health information. Although the wellness program and **Altar Valley School District #51** may use aggregate information it collects to design a program based on identified health risks in the workplace, Altar Valley wellness program will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is (are) a doctor as directed by you.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Dr. David Dumon at ddumon@avsd.org or 520-822-1484.