

EEOC: ADA and GINA NOTIFICATION LANGUAGE:
NOTICE REGARDING ADVENTURE2 WELL-BEING PROGRAM

Adventure2 is a **voluntary wellness program** available to all benefit-eligible 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 Adventure2 program you will be asked to complete a voluntary well-being assessment that asks a series of questions about your overall well-being, including health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You are not required to complete the well-being assessment. If you elect to complete the well-being assessment, information from your well-being assessment will be used to offer you additional information and recommended challenges to support your well-being. You are encouraged to share your results or concerns with your own doctor.

Employees who choose to participate in the Adventure2 program may receive tokens of recognition or other incentives for completing well-being challenges. If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting the Employee Accommodation Coordinator, at uhrdar@iastate.edu.

Protections from Disclosure of Medical Information

No one at Iowa State University will have access to the health information you submit in the Adventure2 application. The health information you provide in the Adventure2 application is maintained by Limeade, Inc. Such health information that personally identifies you will not be provided to anyone at Iowa State University including your supervisors or managers and will not be used to make decisions regarding your employment. Iowa State University may use de-identified, aggregate information from the Adventure2 application to design programs based on identified health risks in the workplace

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law or to carry out specific activities related to the Adventure2 program. You will not be asked or required to waive the confidentiality of your health information as a condition of participating in the Adventure2 program or receiving an incentive.

In addition, all health information obtained through the Adventure2 application will be maintained separate from your personnel records and encrypted. 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 Adventure2 program, you will be promptly notified.

You may not be discriminated against in employment because of the health information you provide as part of participating in the Adventure2 program, nor may you be subjected to retaliation if you choose not to participate.

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or

family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when completing the well-being assessment. "Genetic information" as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

If you have questions or concerns about protections against discrimination and retaliation, please contact the Office of Equal Opportunity at 3410 Beardshear Hall, 515 Morrill Road, Ames, Iowa 50011, Tel. 515-294-7612, email eooffice@iastate.edu.