

Policy Title: Use of Genetic Information in Employment Prohibited

Policy Summary: Protection of Applicants and Employees from Discrimination Based on Genetic Information

Policy Category: Human Resources

Policy Owner: Human Resources

Policy Summary

Drake University protects applicants for employment and its employees from discrimination on the basis of genetic information.

Purpose

The purpose of this policy is to ensure that Drake University does not discriminate in employment on the basis of any genetic information in accordance with Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA).

Scope

Drake University does not discriminate against applicants for employment or its employees on the basis of any genetic information as required under the Genetic Information Nondiscrimination Act of 2008 (GINA).

Definitions

Genetic Information: includes genetic test results, family medical histories and other information as defined by the Genetic Information Nondiscrimination Act of 2008 (GINA).

Policy

Use of Genetic Information in Employment Prohibited

Drake University does not discriminate in employment on the basis of any genetic information, as required by Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA). GINA protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral and other aspects of employment.

If an employee believes they have been discriminated against, they should immediately report their concerns to the Human Resources Partner who works with their area. The employee, and anyone who assists them in the complaint process, are protected from retaliation for raising their concerns.

Last Review Date: January 2021

Effective Date: July 2016