

## Case Study on Genome Privacy

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I selected the role of Equal Employment Opportunity Commission (EEOC) because this organization sounds like it would be interested in discussing ethical issues that were provided in the case study. I think that the USA is a country with poor employment law, especially when there are ethical issues at a workplace. Choosing this role would help me learn more about ethical issues regarding genetic discrimination, confidentiality, and privacy issues that the EEOC would face. I find this organization very interesting and helpful for anyone who is looking for employment or already employed because it gives people the right to equal employment and seeks justice for those who were denied that right.

The first ethical issue I would like to talk about is discrimination. The case study specifically provides the information about discrimination based on genetic information. The EEOC would argue that employers must not use genetic information while making employment decisions. Additionally, employers must not use any family medical information of an employee or an applicant while making employment decisions because family medical history can determine if someone has a risk of getting a disease, disorder, or condition in the future. An example the case study provides is about Terri Sargent who lost her job and insurance because she did a genetic test that showed she has a higher risk to have a respiratory disease. The opposing view to this ethical issue would come from health insurance companies. Those health insurance companies would not want to deal with serious illnesses or increased risk of a serious illness because it would cost them a lot of money. I assume their point of view on discrimination based on genetics would be that the medical history of the employee and their family should be available to the employer, so they can make a decision to hire or retain the employee.

The second issue the EEOC would argue would be confidentiality. Any personal information should not be revealed to anyone without authorization of the person who owns it. For

example, a medical test or medical history stays private to an employee and should not be shared with anyone without consent of the employee, even with an employer based on the Genetic Information Privacy Act. Life insurance companies would oppose here, saying that information like medical history should be available and shared because they need to create an accurate premium based off of potential client medical history and family members medical information.

The third ethical issue the EEOC could argue about would be a privacy issue. Since the EEOC is concerned about equal employment opportunities, then privacy would be one of the issues at a workplace. If an employee's personal information becomes public then it could lead to potential employment problems. For example, an employer finds out about a potential employee's past disease like breast cancer and made an employment decision based on that private information. It would be a privacy ethical issue at a workplace. On the other hand, the breast cancer community would argue that it would be better to make this private information public because it would help to create raw data and help the research on a breast cancer to help prevent individuals from breast cancer or help them treat it.

## References

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