**MODEL LANGUAGE FOR LAWFULLY REQUESTING**

**MEDICAL INFORMATION**

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| **EMPLOYER USE ONLY**  **Background:** The Genetic Information Nondiscrimination Act of 2008 (“GINA”) prohibits employers from discriminating against applicants and employees on the basis of genetic information. Under the law, employers are prohibited from requesting or obtaining an individual’s genetic information and family medical history.  **Instructions:** When requesting medical information from applicants and employees, such as for leave of absence purposes, workers’ compensation claims, and medical certifications, use the model language provided below. The model language is part of the Equal Employment Opportunity Commission’s (EEOC) Final Rule on Title II of GINA.  For more information, visit the EEOC website, [here](http://www.eeoc.gov/laws/regulations/gina_qanda_smallbus.cfm). |

**Model Language (To Be Used On All Relevant Forms):**

*"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 responding to this request for medical information. '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."*