

## **Genetic Information Nondiscrimination Act Takes Effect**

Legal Alert  
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Garvey Schubert Barer Legal Update, November 10, 2009.

The Genetic Information Nondiscrimination Act (GINA) takes effect on November 21, 2009. GINA protects Americans against discrimination based on their genetic information in the context of health insurance and employment. The new law also requires employers to post a notice stating that they do not discriminate on the basis of genetic information.

In addition to posting the notice, employers should update their Equal Employment Opportunity and anti-discrimination policies to include "genetic information" as a protected group.