

NOTICE REGARDING COLORADO SCHOOL OF MINES WELLNESS FAIR

The Colorado School of Mines sponsors a voluntary wellness program available to all benefits eligible faculty and classified staff. 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 wellness program you will be asked to complete a biometric screening, which will include, but is not limited to, a blood test for total cholesterol, HDL, LDL, triglycerides, glucose, liver functions, kidney functions, iron, electrolytes, white blood cells, and red blood cells. You are not required to participate in the blood test or other medical examinations.

There is no financial incentive offered to participate in this program with the exception of trinkets and giveaways.

The information from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program, such as disease management programs. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Colorado School of Mines may use aggregate information it collects to design a program based on identified health risks in the workplace, The Colorado School of Mines will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information are your health plan and 3rd party wellness vendor in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained by LifeHealth, information stored electronically will be encrypted, and no information you

provide as part of the wellness program will be used in making any employment decision. 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 wellness program, we will notify you.

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