



County Technical Assistance Service
INSTITUTE *for* PUBLIC SERVICE

July 22, 2024

Genetic Discrimination

Dear Reader:

The following document was created from the CTAS website (ctas.tennessee.edu). This website is maintained by CTAS staff and seeks to represent the most current information regarding issues relative to Tennessee county government.

We hope this information will be useful to you; reference to it will assist you with many of the questions that will arise in your tenure with county government. However, the *Tennessee Code Annotated* and other relevant laws or regulations should always be consulted before any action is taken based upon the contents of this document.

Please feel free to contact us if you have questions or comments regarding this information or any other CTAS website material.

Sincerely,

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Genetic Discrimination	3
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Genetic Discrimination

Reference Number: CTAS-2184

Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) took effect on November 21, 2009. Under Title II of GINA it is illegal to discriminate against employees or applicants because of genetic information. Title II of GINA prohibits the use of genetic information in making employment decisions, restricts employers and other entities covered by Title II from requesting, requiring or purchasing genetic information, and strictly limits the disclosure of genetic information.

Genetic information for an individual or a family includes the following—

- Information about genetic tests and diseases or disorders
- Individual's request for, or receipt of, genetic services
- Participation in clinical research that includes genetic services
- Genetic information of a fetus or a legally held embryo

An employer may never use genetic information to make any employment decision including hiring, firing, pay, job assignments, promotions, layoffs, training and fringe benefits. Genetic information is not relevant to an individual's current ability to work. The EEOC website contains additional information on GINA.

Source URL: <https://www.ctas.tennessee.edu/eli/genetic-discrimination>