GENETIC DISCRIMINATION LAW TAKES EFFECT

The employment title of the Genetic Information Nondiscrimination Act (GINA) (P.L. 110-233) taking effect on November 21, 2009, prohibits employers, unions, and employment agencies from collecting genetic information from applicants and employees and using this information to make employment related decisions or terms of employment. Many employers remain unaware of the new law’s requirements, according to management lawyers.

GINA regulations are pending approval by the Office of Management and Budget.