

## NOTICE REGARDING OAKLAND COUNTY'S WELLNESS PROGRAM

Oakland County's wellness program is a voluntary program available to employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve 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 may be asked to complete a voluntary Health Assessment (HA) that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., high blood pressure, diabetes or heart disease). Information from your HA and will provide you with information to help you understand your current health and potential risks.

**Protections from Disclosure of Medical Information:** The wellness program and your employer may use aggregate data collected to design a program based on identified health risks of the workforce. The wellness program will never disclose any of your personal information, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as 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 will 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. 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 third party vendors as designated by your employer for the purpose of providing you with services under the wellness program.**

Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occur involving information you provide in connection with the wellness program, we will notify you immediately. You will not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor will you be subjected to retaliation if you choose not to participate. If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact your wellness program administrator or Human Resources Department.