

Notice Regarding Wellness Programs

The Health Risk Assessment (HRA) wellness program is a voluntary program available to benefit eligible employees. 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 voluntary health risk assessment or “HRA” that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You will also be asked to complete an annual physical, which will include a blood test. You are not required to complete the HRA or to participate in the annual physical or other medical examinations.

However, employees who choose to participate in the wellness program will receive an incentive of \$100 in TechFit, \$100 for a Health Savings Account (HSA), \$100 for a Flexible Spending Account (FSA), or \$200 in T2 for completing both the HRA and having an annual physical. Although you are not required to complete the HRA or participate in the annual physical, only employees who do so will receive one of the incentives mentioned above.

Additional incentives may be available for benefit eligible employees who participate in certain health-related activities. All benefit eligible employees will receive \$150 in TechFit for themselves and \$100 total for dependents every January 1. Additional incentives may be earned by participating in the HuskyPAW program which allows employees to earn various incentives by tracking their exercise and nutrition. The SWEAT program and various Lunch and Learns allow for employees to earn additional HuskyPAW points for participating in assorted wellness activities. If you are unable to participate in any of the health-related activities required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Benefit Services at 906-487-2517.

The information from your HRA and the results of any biometric information provided will be used to provide you with information to help you understand your current health and potential risks. The information is confidential and will be used in aggregate with responses from other HRA participants to establish wellness programming across campus. You are also 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 Michigan Technological University may use aggregate information it collects to design a program based on identified health risks in the workplace, the Health Risk Assessment program 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 is Benefit Services in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, 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 immediately.

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.

If you have any questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Institutional Equity and Inclusion at 906-487-3310.