

EMPLOYER-SPONSORED WELLNESS PROGRAMS NOTICE

OSU/A&M System Health Plans

The OSU/A&M System's wellness program is a voluntary wellness program available to employees enrolled in one of the OSU/A&M System health plans. The program is administered in accordance with federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990 (ADA), the Genetic Information Nondiscrimination Act of 2008 (GINA), and, where applicable, the Health Insurance Portability and Accountability Act (HIPAA).

Details about the wellness program, including eligibility criteria and incentives, can be found in the OSU/A&M Employee Benefits Guide and at: <https://hr.okstate.edu/benefits/wellness-credit.html>.

If you are unable to participate in any of the health-related activities or achieve any of the health outcomes 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 the OSU/A&M System Benefits Office at (405) 744-5449 or by email at osu-benefits@okstate.edu.

The information from any biometric screening or health risk assessment 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 education, coaching, additional testing, or free or reduced diabetes testing supplies. You are encouraged to share your results or concerns with your health care provider.

Protections from Disclosure of Medical Information

The OSU/A&M System is required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and the OSU/A&M System may use aggregate information it collects to design a program based on identified health risks in the workplace, the wellness program will not disclose your personal health information 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 otherwise permitted by law.

Medical information that personally identifies you and is provided in connection with the wellness program will not be provided to your supervisors or managers and will not be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except as 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. Individuals or entities that receive your information for purposes of providing wellness-related services, which may include a health coach, will comply with the same confidentiality requirements.

Medical information obtained through the wellness program will be maintained separately from 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 safeguards will be maintained to protect your information, and in the event of a data breach involving information provided in connection with the wellness program, you will be notified in accordance with applicable law.

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 questions or concerns regarding this notice or protections against discrimination and retaliation, please contact the OSU/A&M Benefits Office at 405-744-5449 or email to osu-benefits@okstate.edu