

# Genetic Testing & Nondiscrimination Policy



Don't use genetic information to make hiring and employment decisions.

## 1. POLICY STATEMENT

In recognition of the fact that genetic information about individuals is irrelevant to their current ability to work, ABC Company condemns and prohibits the practice of genetic discrimination. The purpose of this Policy is to effectuate these principles by establishing clear and specific groundrules governing the Company's collection, use and disclosure of genetic information.

## 2. DEFINITIONS

For purposes of this Policy:

**"Genetic discrimination"** means factoring genetic information about individuals into decisions affecting any aspect of their employment, including but not limited to hiring, firing, pay, job assignments, promotion, layoff, training or benefits.

Example: Use of genetic information or testing to identify and avoid hiring job applicants with genetic conditions making them especially susceptible to general workplace risks or disorders that may render them unable to work or costly to insure...