



Member Message

Subject: EEOC GINA Act Update

Date Sent: 10/26/09

Attachment: None

Dear TEA Member -

The Genetic Information Non-Discrimination Act (GINA) goes into effect on **November 21, 2009**. Basically, this law prohibits discrimination in the workplace on the basis of genetic information. It requires employers to refrain from using genetic information in employment and intentionally acquiring genetic information about applicants and employees. This act applies to all companies, private and public sector, with 15 or more employees.

Additionally, GINA requires that companies post a notice to inform employees of their rights. The EEOC has updated its "Equal Employment Opportunity Is The Law" poster. You have two options:

(1) Print the updated EEOC poster from the following link - <http://www1.eeoc.gov/employers/poster.cfm>; or

(2) Purchase a new All-In-One labor law poster. The Employers Association has posters available for purchase at the following link - [TEA Order Form](#).

If you have questions or would like to order an updated poster by phone, please call Travis McIntosh at 704-522-8011.