

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: July 14, 2010

Board Item: V-E-3

**CHANGE TO PERSONNEL POLICIES  
CHAPTER 3 FAIR EMPLOYMENT PRACTICES**

Action by Consent

Action

Information

The Genetic Information Nondiscrimination Act (GINA) was signed into law on May 21, 2008. Interim final regulations implementing the nondiscrimination requirements in GINA were jointly issued by the Department of Labor, Health & Human Services and the Internal Revenue Service on October 7, 2009. The new rules are effective for plan years beginning after December 7, 2009.

**GENETICS**

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

Recommendation:

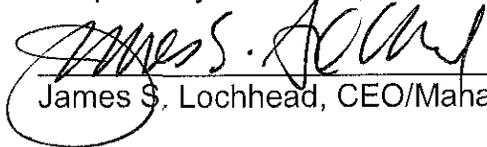
It is recommended that the Board approve revisions to Personnel Policies 3-1 Nondiscrimination Policy.

**Approvals:**



Carla Elam-Floyd, Director of Human Resources

Respectfully submitted,



James S. Lochhead, CEO/Manager

  
General Counsel