

Blue Valley Schools USD #229

Notice Regarding the Blue Valley Wellness Program

The Blue Valley Schools USD #229 Wellness program is a voluntary wellness program available to all benefit-eligible employees and covered spouses. 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 and your covered spouse choose to participate in the Wellness program you and your covered spouse 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 and your covered spouse will also be asked to complete a biometric screening with your physician, which will include a blood test as part of a routine preventive visit to be determined by your physician. You and your covered spouse are not required to complete the HRA, participate in physician biometric screening, blood test or tobacco cessation program.

Employees and covered spouses who choose to participate in the Wellness program will not be assessed the Wellness payroll deduction of \$60 per employee and/or \$60 per spouse per month in the following calendar year if enrolled for health insurance at Blue Valley Schools USD #229. Although you are not required to complete the HRA, participate in the biometric physician screening or the tobacco cessation program, only employees and covered spouses who do so will not be subject to the Wellness payroll deduction in the following calendar year if enrolled for health insurance at Blue Valley Schools USD #229.

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 Laura Mack, Blue Valley Schools USD #229 at 913-239-4235 or lmack@bluevalleyk12.org.**

The information from your HRA and the results from your physician biometric screening 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 the Blue KC A *Healthier You* online tobacco cessation digital coaching program. You also are 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 Blue Valley Schools USD #229 may use aggregate information it collects to design a program based on identified health risks in the workplace, Blue KC A *Healthier You* wellness 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 (are) the physician's office who performed your biometric screening visit and the Blue KC A *Healthier You* program coordinators 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 questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Laura Mack, Blue Valley Schools USD #229, 913-239-4235 or lmack@bluevalleyk12.org