

NOTICE REGARDING WELLNESS PROGRAM

The “Pasco Go Healthy” Health and Wellness Incentive (HWI) Program is a voluntary wellness program available to employees and retirees covered under the District’s group medical plan. 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 choose to participate in the HWI program you will be asked to complete a voluntary biometric questionnaire 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 will also be asked to complete a health risk assessment (HRA), which is an in-depth analysis of 26 key lab panels plus other health measures indicating high cholesterol, diabetes, liver functions, chemistry levels, nutrition, prostate cancer, hypertension and more. A complete list of the included panels can be found at the link below:

<http://connectplus.pasco.k12.fl.us/do/gohealthy/wp-content/uploads/2016/06/CareHere-Health-Risk-Assessment.pdf>

You are not required to complete the biometric questionnaire or to participate in the blood test or other medical examinations.

However, employees who choose to participate in the HWI program will receive an incentive valued up to \$150 by completing the biometric questionnaire, HRA blood draw and follow-up visit at the CareHere Health and Wellness Centers. Although you are not required to complete the HRA or participate in the biometric screening, only employees who do so will receive the incentive of \$150. Employees who complete the Health Risk Assessment may choose to participate in either the Youfit, Peerfit, or Pascofit options.

Employees who participate in the Pascofit option may earn additional incentives of up to \$100 by completing up to 2 approved wellness programs. If you are unable to participate in any of the health-related activities 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 Lisa Giblin at lgiblin@crowneinc.com.

The information from your HRA and the results from your 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 diabetes management, diabetes prevention, hypertension management, cholesterol management, etc. You also are encouraged to share your results or concerns with your outside provider.

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 Pasco County Schools may use aggregate information it collects to design a program based on identified health risks in the workplace, CareHere and the Health and Wellness Incentive (HWI) 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 CareHere Health and Wellness Center staff 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 Patricia Howard at ebarmpdh@pasco.k12.fl.us or 813-794-2253.