The Genetic Information Nondiscrimination Act (GINA)

The Genetic Information Nondiscrimination Act of 2008 (GINA) provides federal protection from genetic discrimination in health insurance and employment.

Genetic discrimination occurs when people are treated differently by their employer or insurance company based on family medical history or individuals’ and family members’ genetic tests and services. GINA is a federal law designed to protect people in the United States from this form of discrimination.

The law has two parts: Title I, which prohibits genetic discrimination in health insurance, and Title II, which prohibits genetic discrimination in employment. Title I makes it illegal for health insurance providers to use or require genetic information to make decisions about a person's insurance eligibility or coverage. This part of the law went into effect on May 21, 2009. Title II makes it illegal for employers to use a person's genetic information when making decisions about hiring, promotion, and several other terms of employment.