

NOTICE REGARDING THE HISD WELLNESS PROGRAM

HISD believes that good health improves the quality of our employees' personal and professional lives. As part of our commitment to employee health and wellness, HISD has contracted with various wellness vendors to administer the HISD Wellness Program, which is available to any employee enrolled in one of the HISD group health plans. Our wellness vendors play an important role in improving the health and wellness of our employees by encouraging healthy behaviors and by providing the tools, resources, and education necessary to support healthy living. HISD will offer voluntary wellness initiatives throughout the school year. ***These wellness initiatives are completely voluntary.*** If you choose to participate in any of the events or challenges, you may be asked to respond to 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 may also be asked to participate in certain screenings and services, including but not limited to blood pressure screenings, BMI calculations and cholesterol screenings. Your answers to questions about your health and the results from your biometric screening will be used by the various wellness vendors' health professionals to provide you with information to help you understand your current health and potential risks.

Employees who choose to take part in the wellness events and challenges may receive a small incentive just for participating, such as a water bottle, t-shirt, gift card or other similar item. Winners of larger incentives may be selected by drawings from a pool of individuals who have accumulated a certain number of challenge points within a certain period of time. Although you are never required to complete any health-related questions or participate in health screenings that are part of the HISD Wellness Program, there are some situations in which you will most likely not be eligible to receive the incentive unless you provide certain health information or participate in a screening. For example, unless you participate in a health risk questionnaire or a health screening, you may not be able to accumulate enough challenge points to be eligible for the drawing of a prize. Also, some vendors may require you to participate in a health risk questionnaire to be eligible for an incentive.

If you are unable to participate in any of the health-related activities or achieve a health outcome 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 HISD's Benefits Department.

The medical information that you provide to our wellness vendors and/or the results from your screenings will be used to provide you with information to help you understand your current health and potential risks. You are encouraged to share your results or concerns with your own doctor. Some of the information collected will be used by the wellness vendors to assist you in achieving a healthier lifestyle.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Our wellness vendors will never disclose any of your personal information either publicly (without your specific consent) or to other individuals at HISD, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in an event, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the HISD wellness initiatives will not be provided to your supervisors and will not be used to make decisions regarding your employment.

Your health information will never be sold and your health information is not otherwise disclosed except to the extent permitted by law to carry out specific activities related to the HISD wellness initiatives. You will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness initiatives or receiving an incentive. Anyone who receives your information as part of the wellness initiatives will abide by the same confidentiality requirements. The only individuals who will receive your personally identifiable health information are our wellness vendors. HISD will not receive your personally identifiable health information unless you volunteer it to HISD Benefits personnel or if you disclose your medical conditions to HISD Benefits personnel to receive an accommodation. 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 in accordance with applicable legal requirements.

In addition, all medical information obtained through the wellness initiatives will be safeguarded by the wellness vendor in charge of the activity and maintained separate from your personnel records. No information you provide as part of our wellness program will be used in making any employment decision. You will not be discriminated against in employment because of the medical information you provide as part of participating in the wellness initiatives, nor will you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, please contact the HISD Benefits Department.