



STATE OF NEVADA
DEPARTMENT OF ADMINISTRATION
Division of Human Resource Management
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MEMORANDUM

HR#48-14

August 5, 2014

TO: Department Directors
Division Administrators
Agency Personnel Liaisons
Agency Personnel Representatives

FROM: Lee-Ann Easton, Administrator *Lee-Ann Easton*
Division of Human Resource Management

SUBJECT: NEW! GENETIC INFORMATION NONDISCRIMINATION ACT
EMPLOYMENT PROVISIONS GUIDE

The Division of Human Resource Management has developed the [Genetic Information Nondiscrimination Act \(GINA\) Employment Provisions Guide](#) to inform agency personnel representatives about this important federal law and its regulations. The guide can assist you with information about GINA, such as the definition of genetic information. Additionally, the guide can help you answer questions like:

- Is it a violation to make a general inquiry about the health of an employee's parent? See page 7, "Inadvertent."
- Can a supervisor request medical documentation to substantiate an employee's use of sick leave? See page 6, "When a Warning is Not Necessary."
- What should health care providers performing medical examinations controlled by an agency be instructed regarding GINA? See page 7, "When a Warning is Mandatory."

If you have any questions, please contact Carrie Hughes at cphughes@admin.nv.gov or (775) 684-0111.