

## NOTICE REGARDING THE HEALTHY TIGERS WELLNESS PROGRAM

Healthy Tigers is a voluntary wellness program available to Auburn employees covered by the AU BCBS insurance 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 Healthy Tigers program, you will be asked to complete a biometric screening, which will include taking your blood pressure, measuring your height and weight, and taking a blood sample to check your cholesterol and glucose. You will also be asked whether you have or have had high cholesterol, high blood pressure, or diabetes and whether you take medicine for those conditions. The screening is intended to let you know whether you are at risk for certain medical conditions resulting from high blood pressure, obesity, high cholesterol, or diabetes. You are not required to participate in the Healthy Tigers program and/or participate in the blood test or any other components of the biometric screening.

All active employees and covered spouses of active employees who are covered under the AU BCBS plan and who choose to participate in the Healthy Tigers program will receive an incentive in the form of a wellness premium discount.

If your screening values show that you are at risk, you will be asked to submit an office referral form indicating that you have been counseled by a healthcare provider for your identified risk(s) in order to receive the premium discount

The results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks. You also are encouraged to share your results or concerns with your own doctor.

### Protections from Disclosure of Medical Information

AU is required by law to maintain the privacy and security of your personally identifiable health information. Although the Healthy Tigers program and AU may use the aggregate information to design a program based on identified health risks in the workplace, the Healthy Tigers program will not disclose your screening results either publicly or to AU, except as expressly permitted by law. Medical information provided in connection with the Healthy Tigers program that personally identifies you will not be provided to your supervisors or managers and will 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 Healthy Tigers 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 a premium discount. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements.

In addition, all medical information obtained through the Healthy Tigers program will be maintained separately from your personnel records, and no information you provide as part of the Healthy Tigers program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach. In the event a data breach occurs involving information you provide in connection with the Healthy Tigers 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 Healthy Tigers 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 the AUPCC by email at [healthytigers@auburn.edu](mailto:healthytigers@auburn.edu) or by phone at 334-844-4099.