EEOC Final Rule Extends Recordkeeping Requirements to GINA

February 16, 2012

The U.S. Equal Employment Opportunity Commission (?ÃÂ£EEOC?ÃÂ¥) issued a final rule extending the recordkeeping requirements under Title VII of the Civil Rights Act of 1964 (?ÃÂ£Title VII?ÃÂ¥) and the Americans with Disabilities Act of 1990 (?ÃÂ£ADA?ÃÂ¥) to entities covered by Title II of the Genetic Information Nondiscrimination Act of 2008 (?ÃÂ£GINA?ÃÂ¥). The final rule does not require the creation of any documents or impose any reporting requirements, rather it only imposes the same record retention requirements to GINA that apply under Title VII and the ADA. The final rule takes effect on April 3, 2012. The final rule is available here.

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