

GEORGE MASON UNIVERSITY

University Policy No. 2218

Subject: Medical Information Required for Employment

Responsible Parties: Assistant Vice President and Chief Human Resources Officer; Human Resources & Payroll; Occupational Health Office; Heads of Departments, Offices and Activities

Procedures:

<http://hr.gmu.edu/occhealth/procedures/EmployeeMedicalInformationProcedures.pdf>

Related University Policies: George Mason University Administrative Policies; Department of Human Resource Management Policies Federal and State laws

I. SCOPE

The policies and procedures provided herein apply to all administrative and professional faculty, classified, and non-student wage employees of George Mason University, at all University locations.

II. POLICY STATEMENT

Health information acquired as part of a person's employment is not covered under the Health Insurance Privacy Portability Act (HIPPA). However, employment-based medical information must be protected and remain confidential.

III. DEFINITIONS

This policy addresses employee medical information required under the following categories:

- Americans with Disabilities Act (ADA) accommodations
- Blood Borne Pathogen Work-Related Exposure Incidents and Immunization Records
- Disability Plan claims: Virginia Sickness and Disability Program & UNUM employee purchased disability insurance policies
- Disability Retirements
- Fitness for Duty Requests
- Family Medical Leave Act (FMLA) requests
- Pre-employment physical and/or psychological examinations and screening tests
- Virginia Department of Transportation Substance Abuse Screening Tests
- Workers Compensation Claims

