

NOTICE REGARDING WELLNESS PROGRAM

The **Pathways to Enhanced Health Incentive Program** is a voluntary wellness program available to all benefit-eligible employees. 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 wellness program you will be asked to complete biometric screening, blood tests to screen for conditions such as pre-diabetes, metabolic syndrome, diabetes, and hypertension, and other medical examinations. You are not required to participate in the blood tests, biometric screening or other medical examinations.

However, employees who choose to participate in the wellness program will receive an incentive of lower out-of-pocket costs by participating in biometric screening, blood tests, and other medical examinations. These activities are designed to improve health awareness, support and maintain good health and address chronic disease or serious medical conditions. Employees who choose not to participate in wellness activities will remain in the Basic Pathway (no incentives). Employees who participate in some of the activities will qualify for the Custom Pathway (partial incentives). Employees who participate in all of the activities qualify for the Enhanced Pathway (full incentives).

Although you are not required to participate in the blood test, biometric screening, or other medical examinations, only employees who do so will receive the incentives included in the Custom or Enhanced Pathways.

If you are unable to participate in any of the wellness activities to earn an incentive for health-related reasons, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting the Director of Benefits and Wellness at benefits@collierschools.com or by calling (239) 377-0340.

The information from your blood tests and biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program. You also are encouraged to share your results or concerns with your own health care provider.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Collier County Public Schools may use aggregate information it collects to design a program based on identified health risks in the workplace, the **Pathways to Enhanced Health Incentive Program** will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may 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 wellness 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 an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information are the Pathways Coaches (who are employed by Community Health Partners) in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. 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 immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness 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 Director of Benefits and Wellness at benefits@collierschools.com or by calling (239) 377-0340.

The District School Board of Collier County (the Plan) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The Plan does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-239-377-0340 (TTY: 1-239-377-1010).

1-239-377-0340 مقرب لصتا. ناچملاب لكل رفاوتت ةيوغللا ةدعاسم لا تامدخ نإف ،ةغللا ركذا ثدحتت تنك اذإ :ةظوحلم -239-377-0340 مقر مكبل او مصلا فتاه -1010

注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 1-239-377-0340 (TTY：1-239-377-1010)

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-239-377-0340 (TTY: 1-239-377-1010).

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-239-377-0340 (ATS : 1-239-377-1010).

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-239-377-0340 (TTY: 1-239-377-1010).

યુના: જો તમે જરૂરી બોલતા હો, તો નિઃશ્વકુ ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો 1-239-377-0340 (TTY: 1-239-377-1010).

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-239-377-0340 (TTY: 1-239-377-1010).

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-239-377-0340 (TTY: 1-239-377-1010)번으로 전화해 주십시오.

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-239-377-0340 (TTY: 1-239-377-1010).

ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1-239-377-0340 (TTY: 1-239-377-1010).

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-239-377-0340 (телетайп: 1-239-377-1010).

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-239-377-0340 (TTY: 1-239-377-1010).

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-239-377-0340 (TTY: 1-239-377-1010).

เรย์ น: ถ้าย่ คุณพูดภาษาไทยคุณสามารถใช้ ทางภาษาไดฟรี โห 1-239-377-0340 (TTY: 1-239-377-1010).
รการช้ ยเหลอ

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-239-377-0340 (TTY: 1-239-377-1010).