WORKSITE WELLNESS PROGRAMS

LEGAL TERMS AND ABBREVIATIONS

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Americans with Disabilities Act (ADA) – The ADA is a federal law that makes it unlawful to discriminate in employment against a qualified individual with a disability. The ADA also outlaws discrimination against individuals with disabilities in State and local government services, public accommodations, transportation and telecommunications.

Consolidated Omnibus Budget Reconciliation Act (COBRA) - COBRA provides certain former employees, retirees, spouses, former spouses, and dependent children the right to temporary continuation of health coverage at group rates.

Genetic Information Non-Discrimination Act (GINA) – GINA is a federal law prohibiting the improper use of genetic information in health insurance and employment.

Health Risk Assessment (HRA) – The HRA is a tool used to provide individuals with an evaluation of their health risks and quality of life. It typically consists of a questionnaire, a risk calculation or score, and some form of feedback. It may include measurements such as blood pressure, cholesterol & weight and may identify interventions to promote health, sustain function and/or prevent disease.

Health Information Portability & Accountability Act (HIPAA) – HIPAA is a federal law that regulates the availability and breadth of group health plans and certain individual health insurance policies. It includes the privacy rule, nondiscrimination provision and COBRA, among other provisions.

Protected Health Information (PHI) – PHI is a term used in HIPAA to describe any information about health status, provision of health care, or payment for health care that can be linked to a specific individual.

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