

NOTICE REGARDING WELLNESS PROGRAM

Dickinson College's wellness program is a voluntary program available to all employees. The program is administered in accordance with federal rules governing 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.

Employees can voluntarily choose to participate in any wellness program activity including, but not limited to:

- Biometric Health and Wellness Screening
- Blood Pressure Screening
- Wellness education offered virtually or in person
- Fitness opportunities
- Campus Wellness and/or Fitness Challenges

Prizes may be available for employees who participate in certain wellness-related activities. If you are unable to participate in any of the wellness-related activities, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Human Resource Services.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Debra Hargrove at 717-245-1901.