



## NOTICE REGARDING WELLNESS PROGRAM

Montana Unified School Trust's (MUST) Healthy Futures is a voluntary wellness program available to employees and spouses of Participant Groups. 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 a Total Health Management Assessment form or THM. This form which is partially completed by your provider, includes a series of biometric health screening measures as well as a blood test for cholesterol levels. You are not required to complete the THM or to participate in the blood test or other medical examinations.

However, employees who do choose to participate in the wellness program are required to complete, sign and submit a THM form before the required deadline to receive a \$100 credit off your MUST medical plan deductible in the next benefit year. Although you are not required to complete the THM form or participate in the biometric screening, only employees who do so will receive the \$100 deductible credit.

The information from your THM form and the results from your 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, such as education and availability of resources online through the website. You are also encouraged to share your results or concerns with your doctor.

### **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 MUST may use aggregate information it collects to design a program based on identified health risks in the workplace, MUST, in connection with the Healthy Futures 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 Participant Group 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 a health coach, registered nurse or doctor in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained by MUST, separate from the Participant Group's personnel records and no information you provide as part of the wellness program will be used in making any employment decision. Information stored electronically by MUST will be encrypted. 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 MUST.

#### **MUST ADMINISTRATION**

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