

NOTICE REGARDING THE BELIVELY WELLBEING PROGRAM

The BeLively program is a voluntary wellbeing/wellness program available to Ivy Tech Community College “Ivy Tech” 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.

The BeLively program is inclusive of programs administered by and in connection with Anthem, the College’s health plan administrator. If you choose to participate in the Healthy Lifestyles program you will be asked to complete a voluntary health risk assessment or "HRA" that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You are not required to complete the HRA or other medical examinations in order to participate.

The Solera health management program is a voluntary program available to employees who participate in the College’s medical plan. Because the program has specific eligibility criteria you will be asked to complete an HRA that asks a series of questions about your health-related activities and behaviors and whether you have certain medical conditions. You are required to complete this HRA to participate in the Solera health management program. Solera manages the eligibility for this program. Eligible employees who qualify for the program and choose to participate are eligible to earn up to \$150 maximum incentive for completing various incentive activities. Employees who meet the eligibility criteria and attain each milestone goal will receive the incentive. If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Benefits Department at 317-917-5973 or co-benefits@ivytech.edu.

The information from your HRA is collected by Anthem and Solera and 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, but not limited to health coaching or weight management . You also are encouraged to share your results or concerns with your own 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 Ivy Tech may use aggregate information it collects to design a program based on identified health risks in the workplace, Ivy Tech will never disclose any of your personal information, 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 appropriate health care personnel 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 Anthem and/or Solera. 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, Anthem and/or Solera 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 Benefits department at 317-917-5973 or co-benefits@ivytech.edu.