

What You Need to Know About HIPAA and Vaccine Status

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David Barron was quoted in *Inc.* discussing the confusion that comes with asking someone about their COVID-19 vaccination status. It is important to note, however, that if you require vaccine information from employees, anything you collect must be kept confidential and held private in files that are separate from personnel files, said David. A failure to do so may result in anti-discrimination violations under the Americans With Disabilities Act and the Genetic Information Nondiscrimination Act, two laws that protect workers from health status discrimination.

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