



# 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, non-discrimination 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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