

# HOUSE RESEARCH

## Bill Summary

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**Authors:** Kahn and others

**Subject:** Genetic testing in employment

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### Overview

This bill prohibits employers from performing genetic testing on employees, such as testing to look for chromosomal or genetic abnormalities, or for susceptibility to certain illnesses.

#### Section

1 **Genetic testing in employment.**

**Subd. 1. Definitions.** Defines terms, including "genetic testing," "employer," and "employee."

**Subd. 2. Genetic testing prohibited.** Prohibits employers and employment agencies from requesting, requiring, or administering genetic testing of employees. Also prohibits any person from selling genetic testing services to an employer.

**Subd. 3. Penalties.** Provides for treble damages, punitive damages, costs and attorney fees, and equitable relief for violations. Also provides that a violation of this section is a gross misdemeanor.