Implementing the Genetic Information Non-Discrimination Act

Tuesday, February 1, 2011
10:00am-12:00pm (EST)

Cornell University, Government Affairs Office
Hall of States, Room 383
444 North Capitol Street, NW
Washington, DC 20001

The content of this forum does not necessarily reflect the policies of the US Dept. of Education, and you should not assume endorsement by the Federal Government (EDGAR, 75.620 (b)).

This project is funded by the US Department of Education, National Institute on Disability and Rehabilitation Research. Grant Number: H133B040013.
Discriminating against current or potential employees due to family medical history is illegal under the Genetic Information Non-Discrimination Act (GINA), but many employers fail to understand and enforce the law. Leading labor and human-resource experts will discuss implementation of this law. The forum features leading human resource and public policy experts, including commissioners Chai Feldblum and Victoria Lipnic of the U.S. Equal Employment Opportunity Commission; Nancy Hammer, Policy Counsel for government affairs for the Society for Human Resource Management; and Susannah Baruch, policy analyst and consultant for the Genetics and Public Policy Center at Johns Hopkins University. The forum will be moderated by Robin L. Shaffert, senior director of Corporate Social Responsibility at the American Association of People with Disabilities. Introductions will be made by Susanne M. Bruyère, director of Cornell’s Employment and Disability Institute.

This forum is also being broadcast via online webinar and phone.

The webinar broadcast will be archived after the forum at: http://www.ilr.cornell.edu/edi/p-eprrtc-policyforum.cfm.

Many previous Cornell RRTC Policy Forums are also available from the archive.
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Introduction and Facilitators:
   Susanne M. Bruyère, Director
   *Cornell University, Employment and Disability Institute*

Facilitator:
   Robin L. Shaffert, Senior Director of Corporate Social Responsibility
   *American Association of People with Disabilities*

Speakers:
   Susannah Baruch, Policy Analyst and Consultant
   *Genetics and Public Policy Center*
   *Johns Hopkins University*

   Chai Feldblum, Commissioner,
   *Equal Employment Opportunity Commission*

   Victoria A. Lipnic, Commissioner,
   *Equal Employment Opportunity Commission*

   Nancy Hammer, Government Affairs Policy Counsel
   *Society for Human Resource Management*
Susanne M. Bruyère

Susanne M. Bruyère is a Professor of Disability Studies, the Director of the Employment and Disability Institute and Associate Dean of Outreach at Cornell University ILR School. Susanne is currently Project Director and Co-Principal Investigator of numerous sponsored research, dissemination, and technical assistance efforts focused on employment and disability policy and effective workplace practices, including: a USDE-funded Rehabilitation Research and Training Center on Employer Practices Impacting Employment Outcomes for People with Disabilities; a USDOL-funded National Technical Assistance, Policy and Research Center for Employers on Employment of People with Disabilities, the Disability and Business Technical Assistance Center-Northeast, She is a Fellow in the American Psychological Association, and Past President of the Division (22) of Rehabilitation Psychology of the American Psychological Association (APA), the National Council on Rehabilitation Education (NCRE), and the American Rehabilitation Counseling Association (ARCA). Susanne holds a doctoral degree in Rehabilitation Counseling Psychology from the University of Wisconsin-Madison.

Robin L. Shaffert

Robin L. Shaffert is the Senior Director of Corporate Social Responsibility of the American Association of People with Disabilities (AAPD), the country's largest cross-disability membership organization. AAPD organizes the disability community to be a powerful voice for change – politically, economically, and socially. AAPD was founded in 1995 to help unite the diverse community of people with disabilities, including their family, friends and supporters, and to be a national voice for change in implementing the goals of the Americans with Disabilities Act (ADA).

Ms. Shaffert joined AAPD in 2008 and leads AAPD’s corporate social responsibility initiatives aimed at improving employment outcomes for people with disabilities. She has extensive experience in employment law and disability rights issues. Ms. Shaffert was formerly the Deputy General Counsel of Booz Allen Hamilton Inc. and an associate at Latham & Watkins. She served as a law clerk to United States District Court Judge Norma L. Shapiro. Ms. Shaffert is a magna cum laude graduate of the University of Michigan Law School and Dartmouth College. She spent a year as a Fulbright Scholar at the University of Hamburg, Germany.
**Susannah Baruch**

Susannah Baruch is an attorney and consultant working on genetics policy issues in Washington DC. She was previously Law and Policy Director at the Genetics and Public Policy Center at Johns Hopkins University and continues to lead the Center’s work in genetic discrimination including federal implementation and enforcement of the Genetic Information Nondiscrimination Act (GINA).

She also worked on Capitol Hill for Congresswoman Nita M Lowey (D-NY) and served as the Director of Health Law Policy at the National Partnership for Women & Families where she founded the Coalition for Genetic Fairness. She has been involved in issues related to genetic discrimination and health policy for nearly 15 years.

Ms. Baruch holds a J.D. from the University of Chicago Law School and a B.A. from Yale College.

**Chai Feldblum**

Chai R. Feldblum has been one of the five Commissioners that constitute the Equal Employment Opportunity Commission since April 2010. Prior to joining the EEOC, Commissioner Feldblum was a Professor of Law at Georgetown University Law Center in Washington, D.C. For almost two decades, she directed the law school’s Federal Legislation and Administrative Clinic where her students worked on disability rights and social welfare issues. While at Georgetown Law, Commissioner Feldblum also launched and co-directed Workplace Flexibility 2010, a project to advance a national policy on workplace flexibility that works for employees and employers. Commissioner Feldblum has taught, written and spoken extensively in the areas of statutory interpretation, administrative law, disability law, and sexuality and the law. Commissioner Feldblum is a graduate of Barnard College and Harvard Law School. She clerked for Judge Frank M. Coffin on the First Circuit Court of Appeals (1985-86) and for Justice Harry A. Blackmun of the U.S. Supreme Court (1986-87).
Victoria A. Lipnic

Victoria A. Lipnic was nominated to serve as a Commissioner of the EEOC by President Obama on November 3, 2009. On March 27, 2010, she was given a recess appointment and was confirmed by the Senate on December 22, 2010 for a term ending on July 1, 2015. Immediately before coming to the EEOC, Ms. Lipnic was of counsel to the law firm of Seyfarth Shaw LLP in its Washington, DC, office. Prior to joining Seyfarth, Ms. Lipnic served as the U.S. Assistant Secretary of Labor for Employment Standards from 2002 until 2009. Ms. Lipnic’s government experience also includes service as Workforce Policy Counsel to the Republican members of the Committee on Education and the Workforce in the U.S. House of Representatives, and as in-house counsel to the U.S. Postal Service.

Nancy B. Hammer

Nancy is the Manager for Regulatory and Judicial Affairs in the Government Affairs department of the Society for Human Resource Management (SHRM). Nancy joined SHRM in January 2006 and is responsible for tracking agency rulemaking and advocating SHRM membership views on regulatory proposals affecting the HR profession. In addition, Nancy tracks court cases that raise critical issues for the HR profession and evaluates whether SHRM should intervene as amicus to ensure the HR viewpoint is considered by the court. Prior to joining SHRM, Nancy served as Director of the International Division and Policy Counsel for the National Center for Missing & Exploited Children and as Legislative Counsel for a U.S. Senator. Nancy received her law degree from Washington University School of Law and her Bachelor of Science degree in Political Science from Nebraska Wesleyan University.


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