

Can I use federal law to avoid answering questions about my vaccination status?

Question	Answer	Notes
HIPAA (Health Insurance Portability and Accountability Act)?	NO	HIPAA does <u>not</u> prohibit anyone from asking for your health information, including vaccination status. HIPAA applies to <u>health care providers and insurers</u> and prohibits them from sharing your information unless authorized.
The ADA (Americans with Disabilities Act)?	NO	The ADA does <u>not</u> prohibit employers from asking about your vaccination status. The ADA allows employers to ask employees whether or not you have received the Covid-19 vaccine.
Title VII of the Civil Rights Act?	NO	Title VII does <u>not</u> prohibit employers from asking about your vaccination status. Title VII allows employers to ask employees whether or not you have received the Covid-19 vaccine.
GINA (Genetic Information Nondiscrimination Act)?	NO	GINA does <u>not</u> prohibit anyone from asking whether you have been vaccinated, because that is not information about your genetic code. Some vaccines use mRNA technology but that does not interact with your DNA and thus is not genetic information.
The Fifth Amendment?	NO	The Fifth Amendment does <u>not</u> prohibit anyone from asking whether you've been vaccinated because being unvaccinated is <u>not a crime</u> . Moreover, the Fifth Amendment only applies to questions by the government.
Any federal law?	NO	Whether or not you answer questions about your vaccination status is <u>not</u> dictated by federal law. Federal law does <u>not</u> force you to answer questions, but also does not exempt you from such questions.

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