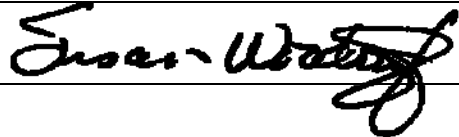




**AMENDMENTS TO THE PERSONNEL REGULATIONS  
FOR THE COUNTY OF FAIRFAX, VIRGINIA**

<b>TO:</b>	Department Heads, HR Managers and Payroll Contacts	<b>DATE</b> June 2, 2010
<b>FROM:</b>	Susan Woodruff Human Resources Director	
<b>SUBJECT:</b>	Personnel Regulations Update	
<b>TRANSMITTAL NO.:</b> 2 - 2010	<b>BOARD APPROVAL DATE:</b> May 25, 2010 Revisions to Chapter 1, 7, 16 and 17	

On May 25, 2010 the Board of Supervisors approved revisions to the Personnel Regulations to implement the Genetic Information Nondiscrimination Act (GINA) of 2008 that was effective November 21, 2009. GINA protects against discrimination based on genetic information when it comes to health insurance and employment.

Language was added to Chapter 1 to preclude discrimination against employees or applicants for employment on the basis of genetic information (Chapter 1.9).

Changes to Chapter 7 provide an applicant with the right of appeal if he/she believes that discrimination has occurred based on genetic information (Chapter 7. 8).

Chapter 16 was updated to add harassing fellow employees on the basis genetic information to the list of prohibited conduct noted in the Standards of Conduct. (Addendum # 1 to Chapter 16, Standard of Conduct).

Chapter 17 was revised to specify that complaints of discrimination on the basis of genetic information are grievable and eligible to receive a binding decision from a three-member panel of the Civil Service Commission (Chapter 17.3-2).