

## Phoenix Business Journal: What Employers Need to Know About New Federal Guidelines for Wellness Programs

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Shayna Balch was a guest blogger for the *Phoenix Business Journal* on May 5, 2015.

Several weeks ago, the EEOC issued a Notice of Proposed Rulemaking (NPRM) that describes how Title I of the Americans with Disabilities Act (ADA) applies to employee wellness programs. The proposed rule amends the current ADA regulations to provide guidance to employers on how they may use incentives to encourage wellness-program participation, how disability-related inquiries should be handled and how medical examinations should be incorporated in to the programs.

In the article, Shayna provides five guidelines that employers that currently have or are considering implementing a new employee-wellness program, should consider:

1. Focus on prevention and realistic goals
2. Don't be forceful
3. Be transparent and confidential
4. Limit incentives
5. Don't forget employees with disabilities

To read the full article, please visit [Phoenix Business Journal](#).

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