

# Debra Friedman Discusses the Genetic Information Nondiscrimination Act in Human Resource Executive Online

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In an article titled “The Trouble with Medical-History Requests,” Debra Friedman, a member of Cozen O’Connor’s Labor & Employment Department, discusses *Equal Employment Opportunity Commission v. Cummins Power Generation Inc.*, in which the EEOC alleges Cummins improperly required an employee to undergo a fitness-for-duty examination and to sign a release for all of his medical records. The case is one of very few GINA lawsuits to date. “HR should make sure there is a permissible purpose for conducting a fitness-for-duty exam or asking for medical information. Then it’s very important that it is narrowly tailored to that permissible purpose,” said Debra.

To read the article, click [here](#).



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