



## **Consensus Response to EEOC Proposed Regulations**

HERO collaborated with numerous industry organizations to create a consensus response to proposed Equal Employment Opportunity Commission (EEOC) regulations on employer-sponsored health, safety, and well-being initiatives. Convened by HERO, American College of Occupational and Environmental Medicine (ACOEM), American Heart Association (AHA) and Population Health Alliance (PHA), the consensus process included review of existing and proposed regulations, identification of key areas where consensus is needed, and a methodological consensus-building process.

Stakeholders representing employees, employers, consulting organizations, consumers, and wellness providers reached consensus around five areas including adequate privacy notice on how medical data are collected, used, and protected; effective, equitable use of incentives or inducements to influence participation in programs; observance of reasonable alternative standards; what constitutes reasonably designed programs; and the need for greater congruence between federal agency regulations.

Consensus organizations included the ACOEM, the American Council on Exercise (ACE), the AHA, Bravo Wellness, HealthFitness, HealthPartners, Healthways, Interactive Health, Johnson & Johnson Services, Inc., Optum, Performance pH, PHA, StayWell, and Truven Health Analytics.

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