

The AED Joins in Opposition of Equal Employment Opportunity Commission Policy

The Academy for Eating Disorders has joined with significant national and international medical associations opposing a proposed Equal Employment Opportunity Commission (EEOC) policy interpretation that would allow employers to inquire about employees' private genetic information or medical information. Requested information is unrelated to employees' ability to do their jobs and penalizes employees who choose to keep this information private. A [letter](#) signed by 68 organizations was sent to the EEOC June 19th, 2015.

The proposed policy interpretation violates the Americans With Disabilities Act (ADA), which is intended to protect all Americans from workplace discrimination on the basis of disability. The ADA prohibits employers from subjecting employees to medical inquiries and examinations that are not job-related, unless those inquiries are **voluntary** and asked as part of an employee health program.

The AED opposes the proposed policy interpretation recognizing that people who suffer from eating disorders are especially vulnerable if forced to participate in wellness programs and screenings that violate privacy rights and create financial hardship.

The AED applauds and supports the work of [BingeBehavior.com](#), [BEDA](#), and the [Eating Disorder Coalition](#), and others within the eating disorder community who have worked to identify and define the potential impact the proposed interpretation would have on the health and wellness of those with eating disorders as well as those in recovery from an eating disorder.

We are urging the Commission to withdraw this rule and maintain strong civil rights protections for all Americans.