

In May of 2016, Governor John Kasich signed House Bill 523 into law, legalizing

Confidentiality of Disability-Related Information

governing disclosure of education records, also provides a health and safety exception to these strict limitations on confidentiality. This permits the disclosure from student records to appropriate parties in connection with an emergency if knowledge of the information is necessary to protect the health and safety of the student or other individuals. Safety concerns warranting disclosure could

harm, unusually erratic and threatening behavior, or similar conduct that others would reasonably see as posing a risk of serious harm. It also may include general safety inquiries made of all students regarding laboratory safety requirements.

In any event, it is important to keep in

disability-related information must be

have that information disclosed. The best way to preserve the privacy of students with disabilities and provide appropriate accommodations at the same time is to

Accessibility Services with your questions or concerns.

Confidentiality of Employee Medical Records

The ADA does not only protect student disability information, but it also provides special confidentiality requirements for employment-related medical records. The ADA provides that information obtained by The Genetic Information Nondiscrimination Act (also known as protection against discrimination by employers based on an