

Who Benefits from Genetic Screening?

Keith has applied to Senese Corporation, an electronics company, for a job.

During the interview, the human resources person, Margarite St. Thomas, tells him that he must submit to a physical examination that includes a number of detailed blood tests. When Keith asks what tests will be performed, Margarite says, "Oh, they are some genetic tests. Nothing to worry about." Keith is asked back for three interviews and it seems as though he will be offered the job.

A week goes by and Keith hears nothing. He really needs this job and it is in his field. The company is close to his home; the pay and benefits are excellent.

Because he has a new baby, it's extremely important for him to find a good job.

After another week Keith calls Margarite. She asks him to come in for a talk. She tells him that his genetic test (CBD screening) showed that he was genetically predisposed to a blood condition if exposed to beryllium.

The job that the company was going to offer him was working directly with the chemical. Keith is confused and asks if he would have been offered the job if his test was negative for CBD. Margarite says, "Probably."

After going home and thinking about it, Keith calls her back and says, "I don't care about the danger, I want the job."

1. What should Keith do? Suggest three things.
2. Suggest three things that the company should have done before they interviewed Keith.
3. What should the company have done when Keith's test results arrived? Suggest three things.
4. Why did the company decide not to hire Keith?
5. List three legal ramifications evident in this case.
6. If the company had not told Keith why he wasn't hired, would they have been at fault?

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