

# HIPPA

Healthcare Insurance Portability and Accountability Act

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## WHAT IS HIPPA?

- Developed in 1996 to help public with insurance portability
- Subsequently built simplifications involving electronic, medical record technology and other components.
- Then built series of privacy tools

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## WHAT IS PORTABILITY

- A US employee's right to keep or maintain certain benefits when switching employers or when leaving the workforce (retiring)
- Rights and Protections for participants in group health plans
- Prohibits discrimination based on health factors
- Assures that certain people will have access to, and can renew individual health insurance policies.

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**WHO NEEDS TO BE HIPPA COMPLIANT?**

- Healthcare providers, hospitals, clinics, etc.
- Healthcare clearinghouses
- Health plans including insurers, HMOs, Medicaid, Medicare prescription drug card sponsors, etc.
- Employers, schools or universities that collect, store or transmit protected health information to enroll employees or students into health plans.

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**WHAT IS HIPPA COMPLIANCE?**

HIPPA sets the standard for protecting sensitive patient data. Responsibility is to ensure that all required physical, network, and process security measures are in place and followed.

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**PHI (PROTECTED HEALTH INFORMATION)**

Information that identifies who the health-related information belongs to and includes

- Names
- email addresses
- phone numbers
- photos
- drivers license numbers

If you have something that can identify a user together with health information of any kind – you have PHI that needs to be protected per HIPPA.

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**SEEMS PRETTY STRAIGHT FORWARD?**

"I'm sending an email to someone whose email address is clearly not identifiable, e.g. [kjhw45376@aol.com](mailto:kjhw45376@aol.com).....therefore the message is not PHI, right?

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**SEEMS PRETTY STRAIGHT FORWARD?**

"I'm sending a newsletter of health care tips to a list of people. That does not seem to be PHI, right?

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**PRACTICE**

- Think twice when developing meeting agendas and minutes
- Don't mention health issues in staff newsletters or post on bulletin boards
- If you are reporting information, keep all personal identification out and speak only in generalities.

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**QUESTIONS?**

More information:

US Department of Health & Human Services

<http://www.hhs.gov/ocr/privacy/>

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