

## **HIPAA OVERVIEW**

### ❖ **What is HIPAA?**

- HIPAA = Health Insurance Portability and Accountability Act
- Federal legislation passed in 1996 with implementation in 2003
- The University of Arkansas is a covered entity.

### ❖ **What do we protect?**

#### Protected health information (PHI)

- Health information that contains data elements that identify an individual
- Information that relates to an individual's
  - ✓ Physical or mental health or condition
  - ✓ Healthcare services
  - ✓ Payment for healthcare services
- *All* PHI whether it is paper, electronic or verbal

### ❖ **What happens if CES doesn't comply?**

- Electronic violations - \$25,000 maximum per violation per year
- Privacy violations -
  - ✓ Fines up to \$250,000
  - ✓ Up to 10 years imprisonment for worst violations

### ❖ **What happens if you and I don't comply?**

- HIPAA requires the covered entity (U of A) to impose sanctions on employees who don't comply with privacy and security requirements.
- Severity of sanction depends on many factors
  - ✓ Exposure of PHI that results from violation
  - ✓ Intent of employee
  - ✓ Pattern of behavior or one-time mistake?
- Violations can result in termination.

**For more information visit**  
**<http://www.hhs.gov/ocr/privacy/>**