



The Health Insurance Portability and Accountability Act of 1996 (HIPAA)

The Health Insurance Portability and Accountability Act of 1996 (HIPAA), which went into effect on April 14, 2003, establishes national standards to guard the privacy of a patient's protected health information (PHI).

Protected Health Information includes such things as:

- Information created or received by a health care provider or health plan that includes health care treatment and payment information plus information that personally identifies the individual patient or plan member

Personal identifiers include:

- A patient's name, all types of addresses including email, URL, home
- Identifying numbers, including Social Security, medical records, insurance numbers, biomedical devices, vehicle identifiers, license numbers
- Full facial photos and other biometric identifiers
- Dates, including birthdate, dates of admission and discharge, death

An employee does not even have to work at a medical center to be covered by HIPAA.

Employees, health care providers, trainees and volunteers at UC Medical Centers, Student Health Services and those employees who work with the UC health plans are not the only people to be covered by HIPAA. The privacy regulations apply to anyone who provides financial, legal or business or administrative support to UC health care providers or health plans.

HIPAA requires UC to provide all patients or health plan members with a Notice of Privacy Practices, designate those entities within the university that engage in HIPAA-covered activities; implement policies and procedures with respect to PHI; and train all affected workforce members on those policies. Affected UC employees have been identified and provided with training in HIPAA's provisions.

The law provides fines and penalties of up to \$250,000 and/or 10 years prison for violation of its provisions.

For More Information:

UC HIPAA Privacy Official: Maria Faer, DrPH (510) 987-9260

UC HIPAA Website: <http://www.universityofcalifornia.edu/hipaa/>