

HIPAA Policy

Employers have many obligations when it comes to employees' health information. Federal standards that protect the privacy of individually identifiable health information are found in the Health Insurance Portability and Accountability Act (HIPAA) and related regulations. State laws also safeguard workers' financial and other personal information.

Companies must examine their policies and procedures regularly to determine how to stay in compliance. The HIPAA privacy rules, 45 CFR Parts 160 and 164, are designed to encourage electronic transactions and limit the ways that health plans, pharmacies, hospitals and other covered entities can use patients' personal medical information. These regulations apply to employees' personal medical information. The regulations protect medical records and other "individually identifiable health information."

Massasoit Community College will consider any breaches in the privacy and confidentiality of handling of PHI (private health information) to be serious and disciplinary action will be taken in accordance with our code of conduct.