

## COMPLIANCE WITH HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT (HIPAA) PRIVACY RULES

The Waterloo Community School District sponsors a Health Plan subject to Health Insurance Portability and Accountability Act (HIPAA) Privacy Rules. Certain employees of the district may have access to individually-identifiable health information in the performance of their regularly assigned duties and/or in the implementation of the Plan.

The Health Insurance Portability and Accountability Act of 1996 (HIPAA) and its implementing regulations restrict the district's ability to use and disclose protected health information. Protected health information (PHI) means information that is created or received by the Plan that:

1. relates to the past, present, or future physical or mental health or condition of a participant;
2. relates to the provision of health care to a participant;
3. relates to the past, present, or future payment for the provision of health care to a participant; or
4. identifies the participant and suggests a reasonable likelihood that the information might be used to identify the participant.

Protected health information includes information of persons living or deceased.

The Waterloo Community School District shall establish procedures for the implementation of HIPAA requirements. District employees with access to PHI shall comply with all privacy requirements set forth by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and implementing regulations established by the district.

Legal Ref.: Health Insurance Portability and Accountability Act of 1996

ADOPTED: 3/8/04

Reviewed: 2/5/04, 1/8/09, 2/6/14, 12/10/20