

BUTLER COUNTY

Policy Title:	HIPAA - Progressive Discipline Policy		
Policy Number:	HIPAA -C-0015	Effective Date:	04/01/03
Purpose:	This policy sets forth a set of guidelines for a progressive discipline process to be followed when an employee evidences improper adherence to Butler County's policies related to the use and disclosure of PHI.		
Regulation Reference:	Health Insurance Portability and Accountability Act of 1996		

Policy

Progressive discipline is an effective means of correcting inappropriate workforce member behavior and will be utilized when workforce members engage in behavior violative of a client's privacy rights and Butler County's HIPAA privacy and security policies.

Supervisors are responsible for accurate and timely documentation of inappropriate behaviors or performance issues. Progressive discipline will be used consistently. Workforce members will be informed of their expectations regarding confidentiality and HIPAA requirements through HIPAA confidentiality training. The employees will be informed of Butler County's policies and procedures regarding HIPAA and thereby be informed of:

- What is expected behavior and the HIPAA performance standards
- When they are not meeting these expectations
- What must be done to correct the inappropriate behavior and an improvement plan with a time line for its accomplishment
- Consequences if improvement does not occur

The progressive discipline process is meant to assist the workforce member in recognizing the seriousness of their behavior and encouraging their commitment to changing these behaviors. In many situations, informal counseling will be utilized by the supervisor after consultation, as appropriate with Human Resources, and the Privacy Officer or Security Officer to resolve issues prior to the formal corrective action process. The Privacy Officer or Security Officer should be consulted to determine that a particular behavior did in fact violate HIPAA or a HIPAA policy. The Privacy Officer or Security Officer will also thereby determine if the behavior in question must be reported as a HIPAA violation.

An informal counseling session is used by management as a reminder to the workforce member of the policies and practices. Supervisors can utilize informal counseling to explain the HIPAA performance expectations of the job to the

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Minjie Lin



Hipaa Policy And Procedure Manual Templates:

The Complete Concise HIPAA Reference 2014 Edition Supremus Group LLC,2014-05-21 HIPAA Overview

Contingency Plan Template Suite for HIPAA BIA, BCP and DRP Jamie McCafferty,Bhaven Mehta,2006 **Modern Dental Assisting - E-Book** Doni L. Bird,Debbie S. Robinson,2020-03-13 Easily master all aspects of dental assisting with the most up to date and most trusted text available For more than 40 years students and practitioners alike have relied on Modern Dental Assisting for its cutting edge content easy to grasp writing style step by step procedures and top notch visuals And the new 13th edition is no exception With updated content including the latest technological advancements clinical photographs and new coverage on cultural diversity and how it relates to patient care this new edition will guide you from your first day of class all the way to your first job in dental assisting UNIQUE Trusted expert authors Doni Bird and Debbie Robinson present information and procedures in a way that makes it easy for students to understand and apply the material Comprehensive cutting edge content is presented in approachable writing style Step by step procedures for general and expanded functions use color coding and clinical photos to demonstrate key dental assisting competencies 70 procedural videos include questions and answers correlated to the chapter procedures with closed captioning in English and Spanish and audio narration in English UNIQUE Interactive Dental Office program provides in depth case studies integrated with periodontal charting radiographic mounting and more Dentrix practice management software on Evolve enables students to work with patient data much like they will in the office environment Recall and Critical Thinking questions in each chapter provide opportunities for practice and application Feature boxes on infection control and CDC practice patient education and law and ethics summarize recommendations and key applications in practice Key terminology list helps students better comprehend the chapter and how the information applies to dentistry practice Learning and performance outcomes set goals for what students will accomplish and serve as checkpoints for comprehension and skills mastery NEW Information on cultural diversity grounds students in this important topic and how it relates to patient care and patient communication UPDATED art program provides vivid original renderings of dental anatomy tooth morphology and dental imaging along with improved photos of the latest products equipment and instruments NEW Coverage of the latest advances in general and specialty dental care covers technological advancements public health and access to care teledentistry infection control guidelines the Zika virus Ebola the oral systemic health connection and more NEW Updated critical thinking and recall questions challenge students and provide recollection skills *Dental Office Administration* Geraldine S Irlbacher,Guy S. Girtel,2020-03-18 Dental Office Administration is a comprehensive resource that details the responsibilities of the dental office professional providing practical communication techniques and tips for problem solving It also provides the necessary clinical background information every dental office professional needs for a successful practice Hands on activities within the text require students to practice common tasks such as dental charting writing a memo or conducting a mock telephone call

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Jillian H. Kuruc,2003 **Managing Your Practice** Joyce J. Fitzpatrick,Beverly Ann Glasgow,Jane Young,2003-05-30 Designated a Doody's Core Title Are you establishing a solo or collaborative health care practice This concise reference book is designed to provide the basic business and management skills you need It is packed with practical information from writing your mission statement to preparing and implementing a business plan to marketing and legal considerations Three sample business plans are included as an appendix *Coding and Documentation Compliance for the ICD and DSM* Lisette Wright,S. M. Tobias,Angela Hickman,2017-01-12 Coding and Documentation Compliance for the ICD and DSM provides professionals professors and students with a logical and practical way of understanding a difficult topic in healthcare for the clinician coding Established professionals will find the tools they need to comply with the ICD series HIPAA and integrated care models Professors and students will appreciate having a systemized standardized approach to teaching and learning the more complex aspects of ICD compliance The interplay between the ICD and DSM manuals is also explicated in clear terms

HIPAA Desk Reference 2003 Medicode,Ingenix,2002 HIPAA Desk Reference is a straightforward practical and easy to use reference that provides a fundamental understanding of all the HIPAA provisions This product will break the regulation down into targeted and manageable components allowing users to improve their knowledge of the regulations and assist in the development of critical assessment questions *Modern Dental Assisting - E-Book* Debbie S. Robinson,2023-04-12 Selected for Doody's Core Titles 2024 in Dental Hygiene boxes on infection control and CDC practices and end of chapter elements regarding patient education law and ethics future trends and critical thinking Key terminology list offers definitions visual highlights within chapter discussions and an alphabetized list in the glossary with cross references to chapter locations Learning and performance outcomes address didactic knowledge and clinical skills mastery NEW Expanded coverage of digital technology topics in general dentistry and dental specialties prepares you to work in modern dental settings NEW Additional illustrations enhance an already stellar art program with more than 1 700 images NEW Consistent chapter organization with modernized learning outcomes help you understand important topics more easily UPDATED Dentrrix Learning Edition based on Dentrrix G7 3 available for download on the companion Evolve website gives you experience working with practice management software UPDATED Revised Dentrrix exercises on the Evolve companion website correlate with the updated Dentrrix Learning Edition software **Practical Practice Solutions in Dentistry** Sheri B. Doniger, DDS,2018-05-16 Practical Practice Solutions in Dentistry Building Your Successful Future provides a broad overview of how to start a business and be successful With contributions from industry experts sharing real life lessons learned in the management of dentistry offices this volume delivers a comprehensive practice management resource The editor Dr Sheri B

Doniger set a course to collect expert advice on basic and complex concepts for dentists starting out as small business owners The chapter contributors provide readers with dental industry voices sharing information from a first hand viewpoint Chapters offer strategies for business topics such as negotiating leases hiring and team training and billing and dental coding

Foundations of Health Information Management - E-Book Nadinia A. Davis,2023-05-15 Selected for Doody's Core Titles 2024 with Essential Purchase designation in Health Information Management Foundations of Health Information Management 6th Edition is an absolute must for anyone beginning a career in HIM By focusing on healthcare delivery systems electronic health records and the processing maintenance and analysis of health information this engaging easy to understand text presents a realistic and practical view of technology and trends in healthcare It readies you for the role of a Registered Health Information Technician who not only maintains and secures accurate health documentation but serves as a healthcare analyst who translates data into useful quality information that can control costs and further research This edition is organized by CAHIIM competencies to prepare you for the RHIT credentialing exam as well as EHR samples critical thinking exercises and expanded coverage of key issues in HIM today Clear writing style and easy reading level make reading and studying more time efficient Organized for CAHIIM competencies to assure that you are prepared to sit for the exam Competency Check in Exercises at the end of every main section in each chapter encourage you to review and apply key concepts Competency Milestone feature at the end of each chapter hosts ample assessments to ensure your comprehension of the CAHIIM competencies Ethics Challenge links topics to professional ethics with real world scenarios and critical thinking questions Critical thinking questions challenge you to apply learning to professional situations Mock RHIT exam provides you with the opportunity to practice taking a timed objective based exam Specialized chapters including legal statistics coding and performance improvement and project management support in depth learning Professional Profile highlights key HIM professionals represented in chapter discussions Patient Care Perspective illustrates the impact of HIM professionals on patients and patient care Career Tip boxes instruct you on a course of study and work experience required for the position Chapter summaries and reviews allow for easy review of each chapter's main concepts SimChart and SimChart for the Medical Office EHR samples demonstrate electronic medical records in use **Comprehensive**

Healthcare Simulation: Implementing Best Practices in Standardized Patient Methodology Gayle Gliva-McConvey,Catherine F. Nicholas,Lou Clark,2020-10-15 This book brings to life best practices of Human Simulation maximizing the Standardized Patient SP methodology that has played a major role in health professions learning and assessment since the 1960s Each chapter reflects the Association of SP Educators Standards of Best Practices SOBPs and provides guidance for implementation Multiple insights are offered through embedded interviews with international experts to provide examples illustrating successful strategies The Human Simulation Continuum Model a practical and theoretical framework is introduced to guide educators in decision making processes associated with the full range of human simulation

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Standard Operating Procedures (Sops) in a Hematology Laboratory Dr. BHUSHAN M. WARPE, Dr. SHWETA S. JOSHI, 2025-09-02 This SOP manual authored by Dr Bhushan and Dr Shweta details essential practices in a Hematology Laboratory to uphold accuracy quality and regulatory compliance It covers core diagnostic procedures including complete blood counts peripheral smear examination ESR reticulocyte counts coagulation profiles and advanced hematology tests alongside critical quality assurance protocols such as delta checks IQC TAT monitoring sample rejection and disposal guidelines The manual also addresses laboratory safety equipment calibration contingency measures and outsourcing to NABL accredited centers Compliant with NABL 112 NABH 6th edition and ISO 15189 standards it serves as a vital training and operational guide for DMLT BPMT and MD Pathology students With an emphasis on consistency audit preparedness and professional excellence it reflects Swami Vivekananda s insight All knowledge that the world has ever received comes from the mind underscoring the role of mindful structured practice in delivering reliable hematology services

The Administrative Dental Assistant - E-Book Linda J. Gaylor, 2016-01-07 NEW Electronic content more comprehensively addresses the electronic health record EHR and the paperless dental office NEW Emphasis on 21st century job skills is seen throughout the book as chapters discuss the soft skills like work ethic collaboration professionalism social responsibility critical thinking and problem solving that dental assistants must possess NEW Career Ready Practice exercises are included at the end of each chapter asking readers to recall and assimilate information learned within the chapter and demonstrate its application in the dental office NEW Content updates include HIPAA changes insurance updates including the new claim form dental terminology overview new hazard communication procedures and more NEW Additional artwork incorporates new images focused on technology in the dental office and new paperless ways to manage the day to day functions

ICD-9-CM Expert for Physicians 2003 Medicode, 2002-09 **Fordney's Medical Insurance and Billing - E-Book** Linda M. Smith, 2024-08-07 Gain the skills you need to succeed in insurance coding and billing Fordney s Medical Insurance and Billing 17th Edition helps you master the insurance billing specialist s role and responsibilities in areas such as diagnostic coding procedural coding HCPCs coding medical documentation billing and collection Using clear explanations this book covers all types of insurance coverage commonly encountered in hospitals physicians offices and clinics Step by step guidelines lead you through the submission of electronic claims and paper claims as well as the job search and

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Kinn's The Medical Assistant - E-Book Deborah B. Proctor,Alexandra Patricia Adams,2014-03-27 The most comprehensive medical assisting resource available Kinn s The Medical Assistant 11th Edition provides unparalleled coverage of the practical real world administrative and clinical skills essential to your success in health care Kinn s 11th Edition combines current reliable content with innovative support tools to deliver an engaging learning experience and help you confidently prepare for today s competitive job market Study more effectively with detailed Learning Objectives Vocabulary terms and definitions and Connections icons that link important concepts in the text to corresponding exercises and activities throughout the companion Evolve Resources website and Study Guide Procedure Checklist Manual Apply what you learn to realistic administrative and clinical situations through an Applied Learning Approach that integrates case studies at the beginning and end of each chapter Master key skills and clinical procedures through step by step instructions and full color illustrations that clarify techniques Confidently meet national medical assisting standards with clearly identified objectives and competencies incorporated throughout the text Sharpen your analytical skills and test your understanding of key concepts with critical thinking exercises Understand the importance of patient privacy with the information highlighted in helpful HIPAA boxes Demonstrate your proficiency to potential employers with an interactive

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Practice Management for the Dental Team E-Book Betty Ladley Finkbeiner, Charles Allan Finkbeiner, 2019-08-21 NEW Content includes the latest information on alternative workforce models dental insurance and reimbursement production and inventory planning UPDATED Art program with modern illustrations and photographs helps you to understand today's office environment tools and equipment EXPANDED and IMPROVED Test Bank with cognitive leveling and mapping to the Dental Assisting National Board DANB test blueprint

The Administrative Dental Assistant Linda J Gaylor, 2016-03-01 Prime yourself for a successful career in the modern dental office with The Administrative Dental Assistant 4th Edition As it walks through the functions of today's dental business office you'll learn how to master critical thinking effective communication and common tasks such as scheduling patient records and insurance processing along the way This new edition also boasts a variety of new features including expanded information on the electronic health record EHR and the paperless dental office professional tips and insights the most recent HIPAA and OSHA guidelines important soft skills including Career Ready Practice exercises and all the latest technology equipment and procedures in use today Paired with its companion workbook and online learning tools The Administrative Dental Assistant is the sure fire way to keep you on top of this ever changing profession Comprehensive coverage provides everything you need to know to manage today's dental office Approachable writing style presents need to know content in a way that is easy to grasp regardless of your reading level or setting Trusted author Linda Gaylor lends years of experience as a practicing dental assistant instructor of dental assisting and curriculum director Procedure boxes provide step by step instructions on a wide variety of dental office duties HIPAA boxes keep you well versed in the key concepts and applications of the Health Insurance Portability and Accountability Act Anatomy of images with annotated text break down common dental office equipment forms and administrative to further comprehension What Would You Do boxes present common situations you may face in the work place Patient file folder with examples of both electronic and paper clinical forms and records provides you experience working with confidential documents Art program showcases images of electronic and traditional paperwork actual offices equipment and technology to help reinforce the text Bolded vocabulary terms and glossary give you a foundation for effective office communication Key points allow you to ensure that you have grasped key content before graduating to the next chapter Dental office simulation tool on the Evolve

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Manual of Molecular Microbiology Randall T. Hayden, Karen C. Carroll, John P. Dekker, Alexander J. McAdam, Donna M. Wolk, 2025-07-02 Your essential guide to design operation management and health care integration of the modern molecular microbiology laboratory This comprehensive resource offers definitive guidance on the operational and interpretive aspects of clinical molecular microbiology Tailored for medical laboratory professionals it provides practical how to guidance for establishing maintaining and advancing molecular microbiology testing services and details the unique expertise required to support infectious disease diagnostics The Manual offers a clear and practical roadmap for topics ranging from selecting appropriate technologies instruments and analytic pipelines to navigating complex interpretive challenges and positioning diagnostic testing services for future clinical and population health needs Beginning with foundational technologies and their clinical applications this book offers accessible overviews of each method s potential implications and emerging roles Subsequent sections dive meticulously into details of laboratory setup design and operations empowering readers with hands on insights for routine and advanced testing methods including advanced sequencing technologies It also tackles the nuanced challenges of interpreting and reporting results from cutting edge diagnostics including those focused on antimicrobial resistance and metagenomics The final section explores the broader impact of molecular microbiology on value based care with discussions on clinical management laboratory stewardship and the future of molecular diagnostics in public health Comprehensive and forward looking the Manual of Molecular Microbiology equips readers with both foundational knowledge and practical expertise making it an indispensable reference for today s clinical laboratory professionals

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