

## 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

# Hipaa Policy And Procedure Manual 2013

**David O. Willis**



## **Hipaa Policy And Procedure Manual 2013:**

**Emergency Department Compliance Manual** Rusty Mcnew, 2013-01-23 Emergency Department Compliance Manual 2013 Edition provides everything you need to stay in compliance with complex emergency department regulations. The list of questions helps you quickly locate specific guidance on difficult legal areas such as Complying with COBRA, Dealing with psychiatric patients, Negotiating consent requirements, Obtaining reimbursement for ED services, Avoiding employment law problems. Emergency Department Compliance Manual also features first hand advice from staff members at hospitals that have recently navigated a Joint Commission survey and includes frank and detailed information. Organized by topic it allows you to readily compare the experiences of different hospitals. Because of the Joint Commission's hospital wide function based approach to evaluating compliance it's been difficult to know specifically what's expected of you in the ED. Emergency Department Compliance Manual includes a concise grid outlining the most recent Joint Commission standards which will help you learn what responsibilities you have for demonstrating compliance. Plus Emergency Department Compliance Manual includes sample documentation that hospitals across the country have used to show compliance with legal requirements and Joint Commission standards. Age related competencies, Patient assessment policies and procedures, Consent forms, Advance directives, Policies and protocols, Roles and responsibilities of ED staff, Quality improvement tools, Conscious sedation policies and procedures, Triage referral and discharge policies and procedures. And much more. Emergency Department Compliance Manual has been updated to include new and updated legal and regulatory information affecting your ED including Updated questions and answers covering such topics as Physician Payment Sunshine Act requirements, What a HIPAA audit involves, Joint Commission requirements for patient centered communication, Joint Commission requirements for the use of scribes, Hospitals response to uncompensated emergency department care, Factors including drug shortages that affect patient safety, Joint Commission requirements to manage patient flow, The Supreme Court decision's impact on health care reform, Fraud and abuse updates, OIG reassignment alert, Stage 2 meaningful use requirements, Affordable Care Act summary of health plan benefits and coverage, SBC requirements, Hospital value based purchasing update, Medicare Shared Savings Program requirements, New Joint Commission survey questions and answers, Updated sections on hospital accreditation standards, New and updated forms, policies and other reference materials to facilitate compliance including Memorandum of Understanding Regarding Reciprocal Lateral Transfer, Sample Lateral Transfer into Hospital, Transfer Process, Commonly Abused Prescription Drugs, Medication Use Agreement, ED Director's Weekly Wrap Up Report to Staff, Communication Template, Staff Meeting, Safety Triggers, ED Registered Nurse Clinical Ladder Program, ED Registered Nurse Clinical Ladder Program Expectations, Criteria for Each Dimension, ED Nursing Education File Checklist, ED New Hire Plan, Extra Shift Bonus Policy, Guidelines for Extra Shift Bonus Pay, ED Overtime Justification, ED Communication Checklist, ED Downtime Track

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Association,2016-06-01 This resource helps dental practices develop an office policy manual Includes sample policies forms and worksheets to help craft the perfect policy for your dental employee handbook With 99 sample dental office policies sample dental job descriptions templates for forms worksheets and checklists and explanations of at will employment Also offers information on dental staff training including OSHA and HIPAA     *The Complete Concise HIPAA Reference 2014 Edition* Supremus Group LLC,2014-05-21 HIPAA Overview     **Saunders Essentials of Medical Assisting - E-Book** Diane M. Klieger,2013-08-09 Saunders Essentials of Medical Assisting 2nd Edition is designed to give you just the right amount of the essential information you need to prepare for your career as a medical assistant It covers all of the need to know information in an organized approachable format The condensed information is perfect for shorter programs of study and as a review tool for certification or re certification for practicing medical assistants Full color and visually oriented this text presents information in manageable segments that give you all the relevant facts without being overwhelming With the most up to date information on basic body systems foundational concepts such as medical terminology nutrition and full coverage of office concepts and procedures you ll have everything you need to know to begin your Medical Assisting career with confidence Full color design is visually stimulating and great for visual learners Helpful studying features guide students through the material such as Learning Objectives for every chapter Key Information summarized in tables throughout the text and emphasized Key Words Practical Applications case studies at the beginning of each chapter quickly introduce students to real life Medical Assisting Word Parts and Abbreviations at the end of the Anatomy and Physiology sections reinforce learned medical terminology Illustrated step by step Procedures with charting examples and rationales show how to perform and document administrative and clinical procedures UPDATED information on Medical Office Technology prepares students for jobs in today s modern and often hectic medical offices NEW Disaster Preparedness content demonstrates how medical offices can work closely with community and health departments during an emergency Newly organized information emphasizes foundational areas of knowledge with new chapters on Nutrition Phlebotomy Venipuncture and Blood Lymphatic and Immune Systems     **Private Security and the Investigative Process, Fourth Edition** Charles P. Nemeth,2019-08-30 Private Security and the Investigative Process Fourth Edition is fully updated and continues to provide complete coverage of the investigative process for private investigations by both individuals and in corporate security environments This edition covers emerging technology revised legal and practical considerations for conducting interviews and new information on case evaluation Written by a recognized expert in security criminal justice ethics and the law with over three decades of experience the updated edition of this popular text covers concepts and techniques that can be applied to a variety of investigations including fraud insurance private and criminal It details the collection and preservation of evidence the handling of witnesses surveillance techniques background investigations and report writing The book reflects best practices and includes tips for ensuring accurate and reliable private sector security investigations This new edition

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Using Technology to Enhance Clinical Supervision Tony Rousmaniere, Edina Renfro-Michel, 2016-01-08 This is the first comprehensive research and practice based guide for understanding and assessing supervision technology and for using it to improve the breadth and depth of services offered to supervisees and clients Written by supervisors for supervisors it examines the technology that is currently available and how and when to use it Part I provides a thorough review of the technological legal ethical cultural accessibility and security competencies that are the foundation for effectively integrating technology into clinical supervision Part II presents applications of the most prominent and innovative uses of technology across the major domains in counseling along with best practices for delivery Each chapter in this section contains a literature review concrete examples for use case examples and lessons learned Requests for digital versions from the ACA can be found on wiley com To request print copies please visit the ACA website here Reproduction requests for material from books published by ACA should be directed to permissions counseling org

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terminology abbreviations Documentation for Athletic Training Third Edition continues to be the only textbook dedicated to the topic of documentation and presents a wide array of methods and forms providing students educators and clinicians with a multifaceted tool box for their documentation needs *Business Basics for Dentists* David O. Willis,2013-03-05 Dr David Willis combines his experience as a practicing dentist educator MBA and certified financial planner in this breakthrough text about managing a dental business Rather than a checklist of steps for success Business Basics for Dentists describes business economic marketing and management principles and explains how to apply them to the dental practice Dental students and new practitioners will learn how to use the core strategic and operational business philosophies to develop an effective dental practice He provides the essential elements of a business course management principles economics business finance and financial analysis without bogged down in too much detail These are then related specifically to various aspects of running and managing a dental practice including office communications billing inventory and marketing the practice All aspects of practice transition are approached career opportunities buying a practice starting a new practice multi practitioner arrangements practice valuation and planning and developing a practice Last Willis included personal financial planning to ensure that the dentist is also planning for his own finances and retirement beyond the bounds of the practice

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**Compliance Manual, 2015 Edition** Rusty McNew,2014-12-18 Nothing provided *Workbook for Health Insurance Today - E-Book* Janet I. Beik,2014-04-04 Corresponding to the chapters in Health Insurance Today 4th Edition this workbook lets you practice the skills you will need to succeed as a health insurance professional Practical assignments reinforce the information in the text and learning activities and exercises challenge you to apply your knowledge to real world situations Case studies ask you to solve a real world problem related to health insurance such as completing a CMS 1500 claim form or explaining how HIPAA could affect someone recently out of work Critical Thinking activities strengthen your ability to apply health insurance concepts to a variety of challenging situations Performance objectives include hands on application based learning activities in areas such as completing claim forms posting payments to a patient s ledger filling out Release to Return to Work forms and filling out Medicare appeals Chapter assessments test your knowledge of text content with

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**Technology: Concepts, Methodologies, Tools, and Applications** Management Association, Information Resources,2014-10-31 As the Web grows and expands into ever more remote parts of the world the availability of resources over the Internet increases exponentially Making use of this widely prevalent tool organizations and individuals can share and store knowledge like never before Cloud Technology Concepts Methodologies Tools and Applications investigates the latest research in the ubiquitous Web exploring the use of applications and software that make use of the Internet s anytime anywhere availability By bringing together research and ideas from across the globe this publication will be of use to computer engineers software developers and end users in business education medicine and more **Developing**

**Cybersecurity Programs and Policies in an AI-Driven World** Omar Santos,2024-07-16 ALL THE KNOWLEDGE YOU NEED TO BUILD CYBERSECURITY PROGRAMS AND POLICIES THAT WORK Clearly presents best practices governance frameworks and key standards Includes focused coverage of healthcare finance and PCI DSS compliance An essential and invaluable guide for leaders managers and technical professionals Today cyberattacks can place entire organizations at risk Cybersecurity can no longer be delegated to specialists Success requires everyone to work together from leaders on down Developing Cybersecurity Programs and Policies in an AI Driven World offers start to finish guidance for establishing effective cybersecurity in any organization Drawing on more than two decades of real world experience Omar Santos presents realistic best practices for defining policy and governance ensuring compliance and collaborating to harden the entire organization Santos begins by outlining the process of formulating actionable cybersecurity policies and creating a governance framework to support these policies He then delves into various aspects of risk management including strategies for asset management and data loss prevention illustrating how to integrate various organizational functions from HR to physical security to enhance overall protection This book covers many case studies and best practices for safeguarding communications operations and access alongside strategies for the responsible acquisition development and maintenance of technology It also discusses effective responses to security incidents Santos provides a detailed examination of compliance

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**Protecting Patient Information** Paul Cerrato,2016-04-14 Protecting Patient Information A Decision Maker s Guide to Risk Prevention and Damage Control provides the concrete steps needed to tighten the information security of any healthcare IT system and reduce the risk of exposing patient health information PHI to the public The book offers a systematic 3 pronged approach for addressing the IT security deficits present in healthcare organizations of all sizes Healthcare decision makers are shown how to conduct an in depth analysis of their organization s information risk level After this assessment is complete the book offers specific measures for lowering the risk of a data breach taking into account federal and state regulations governing the use of patient data Finally the book outlines the steps necessary when an organization experiences a data breach even when it has taken all the right precautions Written for physicians nurses healthcare executives and business associates who need to safeguard patient health information Shows how to put in place the information security measures needed to reduce the threat of data breach Teaches physicians that run small practices how to protect their patient s data Demonstrates to decision makers of large and small healthcare organizations the urgency of investing in cybersecurity

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