

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 For Pharmacies

**Marilyn N. Bulloch, Scott Penzak, Lena
McDowell**



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Guide to Pharmacy Legislation Pasquale De Marco, 2025-05-05 Guide to Pharmacy Legislation is the essential guide to pharmacy law for pharmacists pharmacy students and other healthcare professionals This comprehensive book covers a wide range of topics including the Controlled Substances Act the Food Drug and Cosmetic Act the Medicare and Medicaid Acts the Health Insurance Portability and Accountability Act and the Patient Safety and Quality Improvement Act It also discusses emerging issues in pharmacy law such as telepharmacy e prescribing and medical marijuana Written in a clear and concise style Guide to Pharmacy Legislation is packed with practical information and is an essential resource for anyone who wants to understand the legal and regulatory aspects of pharmacy practice Pharmacists play a vital role in the healthcare system and they are responsible for ensuring that patients receive the medications they need in a safe and effective manner Guide to Pharmacy Legislation provides pharmacists with the knowledge they need to practice pharmacy safely and legally Guide to Pharmacy Legislation is also a valuable resource for pharmacy students It provides a comprehensive overview of the legal and regulatory environment of pharmacy practice and can help students prepare for the NAPLEX and MPJE exams Finally Guide to Pharmacy Legislation is a useful reference for other healthcare professionals who work with pharmacists It can help these professionals understand the legal and regulatory requirements that govern pharmacy practice and can help them collaborate more effectively with pharmacists Whether you are a pharmacist a pharmacy student or another healthcare professional Guide to Pharmacy Legislation is the essential guide to pharmacy law If you like this book write a review on google books [Best Practices for Hospital and Health-System Pharmacy 2013-2014](#) American Society of Health-System Pharmacists, 2013-10-01 ASHP position statements and more than 70 guidance documents of varying scope provide ongoing advice to managers and practitioners to help improve the medication use process patient care and safety and patient outcomes and quality of life New or revised material in this edition includes Clinical Practice Guidelines for Antimicrobial Prophylaxis in Surgery Clinical Practice Guidelines for the Management of Pain Agitation and Delirium in Adult Patients in the Intensive Care Unit ASHP Therapeutic Position Statement on the Role of Pharmacotherapy in Preventing Venous Thromboembolism in Hospitalized ASHP Guidelines on Compounding Sterile Preparations ASHP Guidelines on Home Infusion Pharmacy Services ASHP Statement on the Pharmacy Technician's Role in Pharmacy Informatics ASHP Statement on the Pharmacist's Role in Substance Abuse Prevention Education and Assistance *Pharmacy Law in Alabama* Marilyn N. Bulloch, Scott Penzak, Lena McDowell, 2025-03-21 In most states anyone wishing to obtain a license to practice pharmacy must take a state specific test on pharmacy law called the Multistate Pharmacy Jurisprudence Examination MPJE This exam is a combination of Federal pharmacy law and state specific laws While some states have their laws rules and regulations in an easy to access area there is no centralized area for all the content on the MPJE exam in Alabama Furthermore student pharmacists are typically only taught state specific laws rules and regulations for the state in which their school resides If a

person graduates from a school in a different state they must compile all the information for the MPJE themselves which can be cumbersome and time consuming This book seeks to bridge this gap by including all the information needed to prepare for the MPJE for the state of Alabama authored by pharmacists who are actively practicing and teaching within the state **The New Hipaa Guide for 2010** Mike Murphy, Mark Waterfill, 2010-04 Michael Murphy Compliance Professional is an international training and consulting specialist with 25 years of experience Mike is President CEO of Premier Consulting Services Inc PCSThis guide is the second Mike along with his co author Mark Waterfill on complying with the requirements of HIPAA Privacy and Security Rules Mark Waterfill Attorney At Lawspecializes his practice in business and employment law Mark is a share holder and senior partner with DannPecarNewman Kleimanlocated in Indianapolis IN In addition to his law practice Mark is an international speaker and author on various topics related to both business employment law

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