



Protected Health Information (PHI)

What is PHI?

Includes all individually identifiable health information including demographic data, medical histories, test results, insurance information, and other information used to identify a patient or provide healthcare services or healthcare coverage.

Know the Difference Between Privacy, Security, and Confidentiality?

Privacy: patient's expectation and right to be treated with dignity and respect. Only disclose patient information to the healthcare team with "need to know" information in order to provide care.

Confidentiality: refers to information that can only be shared with patient's consent, when legally required, or failure to disclose could result in patient harm. Safeguarding of PHI.

Security: how PHI is created, used, received, stored, or transmitted in electronic format. Use of home computers or cell phones need to have proper safeguards in place such as password protection.

Be Aware

HIPAA Violations vary in gravity from further training to dismissal. Know your healthcare policy rules for violations.

You could face sanctions from professional boards.

Civil and criminal charges can result in substantial fines and prison sentences.

Financial penalties against health care organizations depend on the severity ranging from \$100 to 1.5 million per violation.

Nurses must be aware of and comply with employer policies regarding use of employer-owned computers, cameras and other electronic devices, and use of personal devices in the workplace.

Healthcare organizations should periodically launch policy and ethical awareness programs to all hospital staff and conduct HIPAA Risk

What **NOT** to do on social media



- Posting of images and videos of patients or colleagues without written consent
- Posting of gossip about patients
- Posting of any information that could allow an individual to be identified
- Sharing of photographs or images taken inside a healthcare facility in which patients or PHI are visible
- Sharing of photos, videos, or text on social media platforms within a private group
- Forming relationships or communicating with patients
- Making negative comments about the workplace or profession

HIPPA Privacy Rules:

- Never disclose PHI on social media networks
 - Includes texts, pictures, or videos which could result in patient identification
- Patient must give **WRITTEN** consent to include PHI
- Use the “Minimum Necessary Rule.” PHI must be limited to the minimum necessary for the stated purpose.

Steps to take if a breach occurs

1. PROMPTLY report any identified breach of confidentiality or privacy to your privacy officer
2. A risk assessment may need to be performed. Explain what happened.
3. A report may need to be sent to the Department of Health and Human Services Office for Civil Rights (OCR)



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