

Health Insurance Portability and Accountability Act (HIPAA)/ Notices of Privacy Practices

HIPAA provides for privacy rules issued by the U.S. Department of Health and Human Services to safeguard the privacy of personal medical information. These privacy rules are mandated by the Health Insurance Portability and Accountability Act of 1996 (also known as "HIPAA").

Group health plans (e.g., medical, dental and vision insurance plans, medical flexible spending accounts and employee assistance plans) are subject to these rules. The privacy rules standards address the use and disclosure of individuals' health information (protected health information – PHI) by covered entities as well as standards for individuals' privacy rights to understand and control how their health information is used.

In compliance with HIPAA privacy rules, the Notice of Privacy Practices is provided to all employees who are participant in one or more of the following Group Health Plans (medical, dental, vision insurance, and/or employee assistance program).

- [Your Health Information Privacy Rights](#)
- [How to File a Health Information or Security Complaint](#)
- [Understanding the HIPAA Notice](#)
- [Understanding HIPAA](#)

United Health Care (UHC) administers CML's self-funded health insurance plan. They are required by law to protect the privacy of your health information. You also have rights regarding your health information as described in the Required Notices and Other Important Information. This document may be found on MyHR -> Resources -> Tools/References.

For additional information about staff benefits or concerns about you're the privacy rule, please contact the Payroll and Benefits Team at payrollbenefits@columbuslibrary.org.

