*Foley Public Schools Adopted by the Board: 01-29-2018*

## 463 HIPAA Non-Discrimination

## I. PURPOSE

The purpose of this policy is to provide school district employees a place of employment and conditions of employment free from intimidation, threats, coercion, discrimination against, or other retaliatory action against a member for exercising any of their rights under HIPAA.

## II. GENERAL STATEMENT OF POLICY

A. Employee's rights include:
   1. The right to complain to the Department of Health and Human Services if they feel that their privacy rights had been violated.
   2. The right to testify in an investigation, compliance review or other hearing.
   3. Oppose any practice of the health plan that the individual feels is in violation of HIPAA regulations.

B. The school district will not require individuals to waive their HIPAA rights as a condition of enrollment or eligibility of benefits.

C. Violations of these policies can carry serious consequences for the health plan. Disciplinary actions for anyone violating this policy may include suspension without pay or termination.

***Foley Public Schools Adoption Record: 01-29-2018***