



## Human Resource Policy Manual

**Subject: Health Insurance and Portability Act (HIPAA)**

**HR Policy: 620**

**Effective Date:**

**Revision:**

**Revision Date:**

**Page 1 of 1**

**Board of Directors Approval:**

**06/30/08**

**MSHS Policy Council Approval:**

**09/10/08**

**HS/EHS Policy Council Approval:**

### **EMPLOYMENT POLICIES**

---

## **Health Insurance and Portability Act (HIPAA)**

### **Policy Statement**

It is the policy TMC to provide the guidelines for TMC's privacy of protected health information for all employees and the importance of keeping this information confidential and secure.

It is further the policy of TMC to adhere and maintain a comprehensive system to ensure compliance with the Health Insurance Portability and Accountability Act (HIPAA) limits exclusions for pre-existing conditions; prohibits discrimination against employees and their dependents based on the health status; guarantees renewability and availability of health coverage to certain employers and individuals; and protects workers who lose health care coverage by providing access to individual health insurance.