

Important 2024 Required Notices



University of Idaho Notice of Privacy Practices

Section 1: Purpose of This Notice and Effective Date

This notice is required by law. The University of Idaho Health Benefits Plan (the Plan) is required by law to take reasonable steps to ensure the privacy of your personally identifiable health information and to inform you about:

1. The Plan's uses and disclosures of protected health information (PHI),
2. Your rights to privacy with respect to your PHI,
3. The Plan's duties with respect to your PHI,
4. Your right to file a complaint with the Plan and with the Secretary of the U.S. Department of Health and Human Services, and
5. The person or office you should contact for further information about the Plan's privacy practices.

Section 2: Your Protected Health Information

Protected Health Information (PHI) Defined

The term PHI includes all information related to your past, present or future physical or mental health condition or to payment for health care. PHI includes information maintained by the Plan in oral, written or electronic form.

When the Plan May Disclose Your PHI

Under the law, the Plan may disclose your PHI without your consent or authorization or the opportunity to object in the following cases:

- **To you.** If you request it, the Plan is required to give you access to certain PHI in order to allow you to inspect it and/or copy it.
- **To the Plan Sponsor.** The Plan will disclose PHI to the Plan Sponsor for purposes related to treatment, payment and health care operations. The Plan Sponsor is the University of Idaho. The Plan Sponsor has amended its Plan Documents to protect your PHI as required by federal law.
- **As required by an agency of the government.** The Secretary of the Department of Health and Human Services may require the disclosure of your PHI to investigate or determine the Plan's compliance with privacy regulations.
- **For treatment, payment or health care operations.** The Plan and its business associates will use PHI without your consent, authorization or opportunity to agree or object in order to carry out treatment, payment or health care operations.

The Plan is not allowed to use genetic information to decide whether it will give you coverage and the price of that coverage. This does not apply to long-term-care plans.

This Notice Describes:

1. How medical information about you may be used and disclosed, and
2. How you may obtain access to this information.

Please review this information carefully.

PHI refers to your health information held by the Plan.

The Plan does not need your consent or authorization to release your PHI when:

- You request it,
- A government agency requires it,
- Trustees are required to review it, or
- The Plan uses it for treatment, payment or health care operations.

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DEFINITIONS OF TREATMENT, PAYMENT AND HEALTH CARE OPERATIONS

<p>Treatment is health care.</p>	<p>Treatment is the provision, coordination or management of health care and related services. It also includes, but is not limited to, consultations and referrals between one or more of your providers.</p> <p>For example: The Plan discloses to a treating orthodontist the name of your treating dentist so that the orthodontist may ask for your dental X-rays from your treating dentist.</p>
<p>Payment is paying claims for health care and related activities.</p>	<p>Payment includes, but is not limited to, making coverage determinations and payment. These actions include billing, claims management, subrogation, Plan reimbursement, reviews for medical necessity and appropriateness of care, utilization review and preauthorization.</p> <p>For example: The Plan tells your doctor whether you are eligible for coverage or what percentage of the bill will be paid by the Plan.</p>
<p>Health Care Operations keep the Plan operating soundly.</p>	<p>Health care operations include, but are not limited to, quality assessment and improvement, reviewing competence or qualifications of health care professionals, underwriting, premium rating and other insurance activities relating to creating or renewing insurance contracts. It also includes disease management, case management, conducting or arranging for medical review, legal services and auditing functions, including fraud and abuse compliance programs, business planning and development, business management and general administrative activities.</p> <p>For example: The Plan uses information about your medical claims to refer you to a disease management program, to project future benefit costs or to audit the accuracy of its claims processing functions.</p>

When the Disclosure of Your PHI Requires Your Written Authorization

The Plan must generally obtain your written authorization before the Plan will use or disclose psychotherapy notes about you from your psychotherapist. However, the Plan will use and disclose such notes when needed by the Plan to defend itself against litigation filed by you.

Use or Disclosure of Your PHI That Requires You Be Given an Opportunity to Agree or Disagree Before the Use or Release

Disclosure of your PHI to family members, other relatives and your close personal friends is allowed under federal law if:

- The information is directly relevant to the family's or friend's involvement with your care or payment for that care, and
- You have either agreed to the disclosure or have been given an opportunity to object and have not objected.

Psychotherapy

notes are separately filed notes about your conversations with your mental health professional during a counseling session. They do not include summary information about your mental health treatment.

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Use or Disclosure of Your PHI for Which Consent, Authorization or Opportunity to Object Is Not Required

The Plan is allowed under federal law to use and disclose your PHI without your consent, authorization or request under the following circumstances:

1. **When required by law.**
2. **Public health purposes.** To an authorized public health official if required by law or for public health and safety purposes. PHI may also be used or disclosed if you have been exposed to a communicable disease or are at risk of spreading a disease or condition, if authorized by law.
3. **Domestic violence or abuse situations.** When authorized by law to report information about abuse, neglect or domestic violence to public authorities, if a reasonable belief exists that you may be a victim of abuse, neglect or domestic violence. In such case, the Plan will promptly inform you that such a disclosure has been or will be made unless that notice would cause a risk of serious harm.
4. **Oversight activities.** To a public health oversight agency for oversight activities authorized by law. These activities include civil, administrative or criminal investigations, inspections, licensure or disciplinary actions (for example, to investigate complaints against providers) and other activities necessary for appropriate oversight of government benefit programs (for example, to the Department of Labor).
5. **Legal proceedings.** When required for judicial or administrative proceedings. For example, your PHI may be disclosed in response to a subpoena or discovery request that is accompanied by a court order.
6. **Law enforcement health purposes.** When required for law enforcement purposes (for example, to report certain types of wounds).
7. **Law enforcement emergency purposes.** For certain law enforcement purposes, including:
 - a) Identifying or locating a suspect, fugitive, material witness or missing person, and
 - b) Disclosing information about an individual who is or is suspected to be a victim of a crime, but only if the individual agrees to the disclosure or the covered entity is unable to obtain the individual's agreement because of emergency circumstances.
8. **Determining cause of death and organ donation.** When required to be given to a coroner or medical examiner to identify a deceased person, determine a cause of death or other authorized duties. The Plan may also disclose PHI for cadaveric organ, eye or tissue donation purposes.
9. **Funeral purposes.** When required to be given to funeral directors to carry out their duties with respect to the decedent.
10. **Research.** For research, subject to certain conditions.
11. **Health or safety threats.** When, consistent with applicable law and standards of ethical conduct, the Plan in good faith believes the use or disclosure is necessary to prevent or lessen a serious and imminent threat to the health or safety of a person or the public, and the disclosure is to a person reasonably able to prevent or lessen the threat, including the target of the threat.
12. **Workers' compensation programs.** When authorized by and to the extent necessary to comply with workers' compensation or other similar programs established by law.

Except as otherwise indicated in this notice, uses and disclosures will be made only with your written authorization, subject to your right to revoke your authorization.

In general, the Plan does not need your consent to release your PHI if required by law or for public health and safety purposes.

Protected Health Information (PHI)

includes all individually identifiable health information transmitted or maintained by the Plan, regardless of the form of the PHI.

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Other Uses or Disclosures

The Plan may contact you to provide you information about treatment alternatives or other health-related benefits and services that may be of interest to you.

The Plan may disclose protected health information (PHI) to the Plan Sponsor to review your appeal of a benefit claim or for other reasons regarding the administration of this Plan. The Plan Sponsor of this Plan is the University of Idaho.

Section 3: Your Individual Privacy Rights

You May Request Certain Restrictions on PHI Uses and Disclosures and Receipt of PHI

The Plan will accommodate an individual's reasonable request to receive communications of PHI **by alternative means or at alternative locations** when the request includes a statement that disclosure could endanger the individual.

You can ask the Plan not to use or share certain health information for treatment, payment or plan operations. The Plan is not required to agree to your request, and the Plan can say no if it would affect your care.

You or your personal representative will be required to complete a form to receive communications of PHI by alternative means or at alternative locations. Make such requests to:

Privacy Officer
University of Idaho
875 Perimeter Drive, MS 4332
Moscow, ID 83844-4332
208-885-3697 or 800-646-6174

You May Inspect and Copy PHI

You have a right to inspect and obtain a copy of your PHI contained in a designated record set for as long as the Plan maintains the PHI.

The Plan must provide the requested information within 30 days if the information is maintained onsite or within 60 days if the information is maintained offsite. A single 30-day extension is allowed if the Plan is unable to comply with the deadline. You or your personal representative will be required to complete a form to request access to the PHI in your designated record set.

Requests for access to PHI should be made to the following:

Privacy Officer
University of Idaho
875 Perimeter Drive, MS 4332
Moscow, ID 83844-4332
208-885-3697 or 800-646-6174

If access is denied, you or your personal representative will be provided with a written denial setting forth the basis for the denial, a description of how you may exercise your review rights, and a description of how you may complain to the Plan and the Secretary of the U.S. Department of Health and Human Services.

You Have the Right to Amend Your PHI

You have the right to make a written request that the Plan amend your PHI or a record about you in a designated record set for as long as the PHI is maintained in the designated record set, subject to certain exceptions. See the Plan's Right to Amend Policy for a list of exceptions.

The Plan has 60 days after receiving your request to act on it. The Plan is allowed a single 30-day extension if the Plan is unable to comply with the 60-day deadline. If the Plan denied your request

Designated Record Set includes your medical records and billing records that are maintained by or for a covered health care provider. Records include enrollment, payment, billing, claims adjudication and case or medical management record systems maintained by or for a health plan, or other information used in whole or in part by or for the covered entity to make decisions about you. Information used for quality control or peer review analyses and not used to make decisions about you is not included.

If you disagree with the record of your PHI, you may amend it.

If the Plan denies your request to amend your PHI, you still have the right to have your written statement disagreeing with that denial included in your PHI.

Forms are available for these purposes.

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in whole or part, the Plan must provide you with a written denial that explains the basis for the decision. You or your personal representative may then submit a written statement disagreeing with the denial and have that statement included with any future disclosures of that PHI.

You should make your written request to amend PHI to the following:

Privacy Officer
University of Idaho
875 Perimeter Drive, MS 4332
Moscow, ID 83844-4332
208-885-3697 or 800-646-6174

You or your personal representative will be required to complete a form to request amendment of the PHI.

You Have the Right to Receive an Accounting of the Plan's PHI Disclosures

At your request, the Plan will also provide you with an accounting of disclosures by the Plan of your PHI. The Plan does not have to provide you with an accounting of disclosures related to treatment, payment or health care operations or disclosures made to you or authorized by you in writing. See the Plan's Accounting for Disclosure Policy for the complete list of disclosures for which an accounting is not required.

The Plan has 60 days to provide the accounting. The Plan is allowed an additional 30 days if the Plan gives you a written statement of the reasons for the delay and the date by which the accounting will be provided.

If you request more than one accounting within a 12-month period, the Plan will charge a reasonable, cost-based fee for each subsequent accounting.

You can ask for a list of the times the Plan has shared your health information for six years prior to the date you ask, who we shared it with, and why.

You Have the Right to Receive a Paper Copy of This Notice Upon Request

To obtain a paper copy of this notice, contact the following:

Privacy Officer
University of Idaho
875 Perimeter Drive, MS 4332
Moscow, ID 83844-4332
208-885-3697 or 800-646-6174

Your Personal Representative

You may exercise your rights through a personal representative. Your personal representative will be required to produce evidence of authority to act on your behalf before the personal representative will be given access to your PHI or be allowed to take any action for you. Proof of such authority will be a completed, signed and approved **Personal Representative Form**.

The Plan retains discretion to deny access to your PHI to a personal representative to provide protection to those vulnerable people who depend on others to exercise their rights under these rules and who may be subject to abuse or neglect.

The Plan expects that you or your spouse may still wish to call Benefit Services to check on each other's claims or the claims of your adult children who are away at school.

You must complete the **Family Personal Representative Form** in order to do this. If you do not complete this form, Benefit Services will only give information over the telephone or in person to the individual and not to the parent or spouse of that individual.

You may designate an adult personal representative by completing the **Personal Representative Form**.

This notice is written to inform you of the Plan's obligation to maintain the privacy of your PHI.

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For example:

Unless you complete the Family Personal Representative Form, Benefit Services may only discuss:

- Your eligible adult child's claims over the telephone or in person with your adult child — not you, as the employee who covers the adult child under the Plan or your spouse.

However, as parents or guardians, you and your spouse will generally continue to have access to information regarding your minor children (under 18 years of age).

Section 4: The Plan's Duties

Maintaining Your Privacy

The Plan is required by law to maintain the privacy of your PHI and to provide you and your eligible dependents with notice of its legal duties and privacy practices.

The Plan is required to comply with the terms of this notice. However, the Plan reserves the right to change its privacy practices and to apply the changes to any PHI received or maintained by the Plan prior to that date. If a privacy practice is changed, a revised version of this notice will be provided to you and to all past and present participants and beneficiaries for whom the Plan still maintains PHI.

Any revised version of this notice will be distributed within 60 days of the effective date of any material change to:

- The uses or disclosures of PHI,
- Your individual rights,
- The duties of the Plan, or
- Other privacy practices stated in this notice.

If there is a material revision, the revised notice will be posted on the website no later than the effective date of the material revision, and thereafter sent to covered individuals with the Plan's next annual mailing.

Disclosing Only the Minimum Necessary Protected Health Information

When using or disclosing PHI or when requesting PHI from another covered entity, the Plan will make reasonable efforts not to use, disclose or request more than the minimum amount of PHI necessary to accomplish the intended purpose of the use, disclosure or request, taking into consideration practical and technological limitations.

However, the minimum necessary standard will not apply in the following situations:

- Disclosures to or requests by a health care provider for treatment,
- Uses or disclosures made to you,
- Disclosures made to the Secretary of the U.S. Department of Health and Human Services,
- Uses or disclosures required by law, and
- Uses or disclosures required for the Plan's compliance with legal regulations.

This notice does not apply to information that has been de-identified. De-identified information is information that:

- Does not identify you, and
- With respect to which there is no reasonable basis to believe that the information can be used to identify you.

The Plan must limit its uses and disclosures of PHI or requests for PHI to the **minimum necessary** amount to accomplish its purposes.

You have the right to file a complaint if you feel your privacy rights have been violated. The Plan may not retaliate against you for filing a complaint.

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In addition, the Plan may use or disclose summary health information to the Plan Sponsor for obtaining premium bids or modifying, amending or terminating the group health plan. Summary information summarizes the claims history, claims expenses or type of claims experienced by individuals for whom a Plan Sponsor has provided health benefits under a group health plan. Identifying information will be deleted from summary health information, in accordance with HIPAA.

Section 5: Your Right to File a Complaint With the Plan or the HHS Secretary

If you believe that your privacy rights have been violated, you may file a complaint with the Plan in care of the following:

Privacy Officer
University of Idaho
875 Perimeter Drive, MS 4332
Moscow, ID 83844-4332
208-885-3697 or 800-646-6174

You may also file a complaint with the following:

Secretary of the U.S. Department of Health and Human Services
Hubert H. Humphrey Building
200 Independence Avenue SW
Washington, DC 20201
877-696-6775
www.hhs.gov/ocr/privacy/hipaa/complaints

The Plan will not retaliate against you for filing a complaint.

Section 6: If You Need More Information

If you have any questions regarding this notice or the subjects addressed in it, you may contact the following:

Privacy Officer
University of Idaho
875 Perimeter Drive, MS 4332
Moscow, ID 83844-4332
208-885-3697 or 800-646-6174

Section 7: Conclusion

PHI use and disclosure by the Plan is regulated by the federal Health Insurance Portability and Accountability Act, known as HIPAA. You may find these rules in the Code of Federal Regulations (45 CFR Parts 160 and 164). This notice attempts to summarize the regulations. The regulations will supersede this notice if there is any discrepancy between the information in this notice and the regulations.