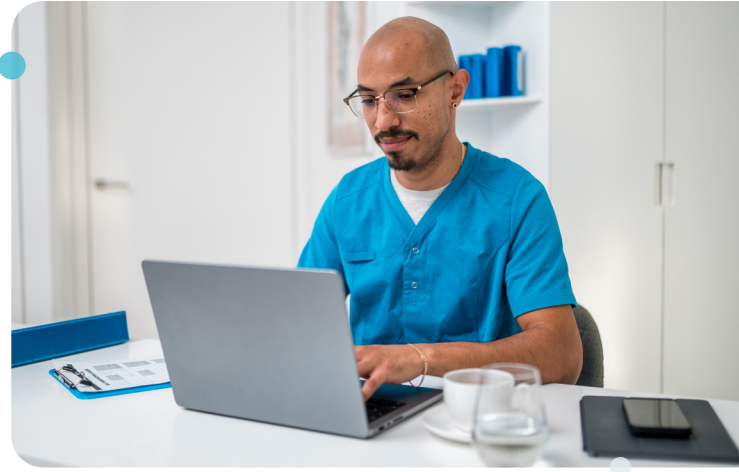




The Importance of HIPAA Training for Healthcare Workers

Given the rise in telehealth, cyber threats, and other factors impacting health information privacy and security, now is a good time to revisit the Health Insurance Portability and Accountability Act of 1996 (HIPAA) enforcement process and reinforce the importance of HIPAA training for healthcare workers. They should all be HIPAA trained before encountering protected health information (PHI) and to update training whenever new rules and requirements are issued.



Typical HIPAA Enforcement Process

1. The Office for Civil Rights (OCR) receives a HIPAA complaint
2. The OCR investigates, and possibly initiates, a compliance review involving the entire HIPAA program, not just the subject of the complaint
3. The OCR may assign civil monetary penalties for violations and can work with the Department of Justice (DOJ) to determine if criminal penalties are appropriate
4. The OCR works with covered entities and business associates that settle and often agree to develop a corrective action plan (CAP)

What Are the Top 5 Issues in Investigated Cases?¹

1. Impermissible uses and disclosures of protected health information
2. Lack of safeguards of protected health information
3. Lack of patient access to their protected health information
4. Lack of administrative safeguards of electronic protected health information
5. Use or disclosure of more than the minimum necessary protected health information

HIPAA Enforcement Penalties

HIPAA fines can range from **\$137K - \$1.5M per incident²**

As of May 31, 2024, the OCR has settled or imposed **monetary penalties totaling over \$143M¹**

Since 2003, the OCR has received over **361,498 HIPAA complaints¹**

When Is HIPAA Training Required?

- ✓ Within a reasonable time after hiring a new employee and before they have access to PHI
- ✓ When the Department of Health and Human Services (HHS) implements new guidance or requirements
- ✓ When there is a change in workplace policies, procedures, or technology
- ✓ Periodically, often interpreted at a minimum as annually

With Steri-Safe[®] HIPAA Compliance Solutions you gain access to up-to-date HIPAA training covering topics such as HIPAA's Privacy Rule, Security Rule, the HITECH act, best practices to safeguard PHI, and cybersecurity. **Visit Stericycle.com/HIPAA to learn more.**

Sources

1. <https://www.hhs.gov/hipaa/for-professionals/compliance-enforcement/data/enforcement-highlights/index.html>
2. <https://www.hipaajournal.com/hipaa-violation-cases/>