



<p><b>CHAPTER 2</b></p> <p>College Personnel – Personnel General</p>	<p><b>SECTION NO.</b></p> <p>2.13</p>
<p><b>REFERENCE</b></p> <p>2.13.15 Health Insurance Portability and Accountability Act (HIPAA)</p>	<p><i>Adopted: October 12, 2010</i></p> <p><i>Reviewed: September 14, 2010</i></p> <p><i>Revised:</i></p>

It is the policy of Kishwaukee College to comply with all applicable provisions of the *Health Insurance Portability and Accountability Act of 1996* (“HIPAA”). The College is subject to the HIPAA Privacy Rule requirements as both a health plan, based on the College’s flexible benefits spending plan and as a plan sponsor based on the College’s other health plans.

The College has always valued and preserved the confidentiality of employee health information. It remains the policy of the College that an employee’s health information will not be used or disclosed for employment-related actions or decisions affecting the benefits of an individual employee.