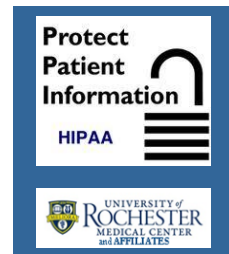


HIPAA HIGHLIGHTS



April 2022

All Roads Lead to eRecord - Snooping May Cost You More than You Realize

Snooping is when a workforce member uses access to patient information for reasons not related to his or her job, well-intended or not. **A common motivation for snooping is personal interest.** At its worst, snooping can be maliciously motivated, as in a domestic dispute or an attempt to commit medical or financial identity theft.

Patients put their trust in URMIC & Affiliates to protect their privacy. They justifiably expect that their medical records will only be accessed for a job-related reason and that their information is not inappropriately shared with others.

Snooping is a HIPAA privacy breach. When an unauthorized access or disclosure occurs, the Privacy Office will determine whether the patient needs to be notified per [HIPAA Policy OP31](#). A general description of the actions taken with employees are explained to the patient in an effort to restore the patient's trust.

Good intention doesn't justify snooping.



Sanction Resulting in Termination

There have been cases where employees lost their job due to snooping, both with and without good intentions. If you are terminated for a HIPAA breach of a patient's record, it could not only result in termination of your current employment but could also jeopardize employment opportunities at **ALL** URMIC & Affiliates because subsequently, your eRecord privileges will be revoked.

Protect Patient Privacy

NEVER use our Electronic Medical Record (EMR) when: Searching for an address or birth date of a friend or coworker; Checking the medical status of a family member, friend, coworker or someone you know personally; Checking appointment times (for self or others); Concerned about a coworker that has been out sick; Checking on a patient featured in the news; Never discuss a patient's status with your coworkers when there is no job related reason to do so.

Your [Privacy Officer](#) and [HIPAA Security Official](#) are available to answer questions about HIPAA, or you may refer to [URMIC's HIPAA Intranet site](#).