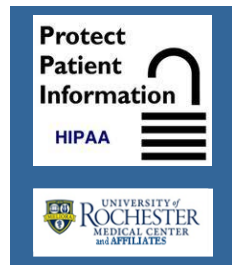


HIPAA HIGHLIGHTS

April 2025



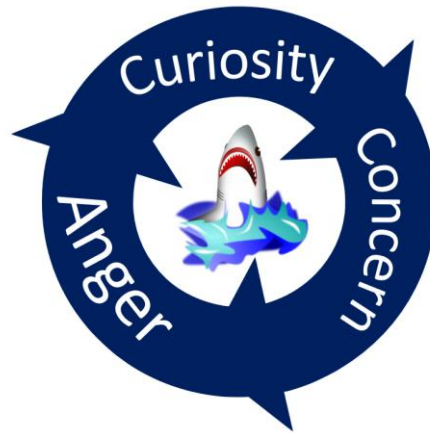
Got Drama? - Do Not "Milk" the System for Your Personal Gain

Snooping is when a workforce member uses access to patient information for reasons not related to his or her job. **A common motivation for snooping is personal interest.** The top reasons we see staff inappropriately accessing medical records are that they are curious, concerned, or angry. It could be out of concern for a coworker or a neighbor. At its worst, snooping can be maliciously motivated, as in a domestic dispute or a conflict with a family member or a former friend.

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

Snooping is a HIPAA privacy [breach](#). When a breach occurs, the Privacy Office will determine whether the patient needs to be notified. If the patient has to be notified, the Privacy Office must also notify the Attorney General's Office and the Office for Civil Rights (OCR), which governs HIPAA laws.

DO NOT FALL INTO THE VICIOUS CIRCLE



Termination of Employment

There have been several cases where employees lost their jobs due to snooping. If you are terminated for a HIPAA breach of a patient's record, your eRecord privileges will be revoked, affecting your ability to work at **ANY** URM & Affiliates.

Protect Patient Privacy

NEVER use your work credentials for personal reasons: Searching for the address of a friend, a foe, an ex, or coworker; Checking the medical status of a family member, friend, foe, coworker, an ex, or anyone 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.

When appropriately discussing a patient's care, always use [Reasonable Safeguards](#) and apply the [Minimum Necessary Rule](#).

For information on this or other HIPAA-related topics, please refer to [URM's HIPAA Intranet site](#) or contact your [Privacy Officer or HIPAA Security Official](#).