



# HIPAA Compliance for Schools - The ComplyPAK® Difference

## HIPAA & School Districts

### HIPAA Compliance Is Required For Schools

HIPAA (the Health Insurance Portability & Accountability Act) requires School Districts (SD's) to take specific actions to protect sensitive health information that is used in daily operations. State and National associations and agencies have stated that HIPAA regulation must be obeyed to protect privacy and security.

- ◆ CDC (HHS) – UNC report
- ◆ National School Board Association (NSBA)
- ◆ Texas Association of School Boards (TASB)
- ◆ Texas Dept. of Human Services (TDHS)

### Risk of Non-compliance

- ◆ Non-compliance can require employee termination and the hiring and training of replacements.
- ◆ Non-compliance can result in class action lawsuits and as few as two people can file a class action.
- ◆ Non-compliance can result in prosecution by the Department of Justice for criminal violations and penalties include fines of up to \$250,000 and prison sentences of up to 10 years.
- ◆ Non-compliance can result in civil fines of up to \$25,000 per violation.
- ◆ Non-compliance can result in disruption of operations and negative publicity.

### Compliance Problems

- ◆ HIPAA regulations are complex and cover different operations in different ways. HIPAA affects many areas besides benefits and group health plans.
- ◆ There are a lot of confusing recommendations from different sources on compliance. **Boilerplate policies and procedures don't ensure compliance.**
- ◆ It's hard to identify where protected health information (PHI) is located and used, so it's difficult to know what needs to be done to comply.
- ◆ Using consultants to manage compliance efforts is very expensive and disruptive to daily operations.
- ◆ It's difficult to understand how much resource is needed and who should be involved in compliance.

## HIPAA ComplyPAK®

### ComplyPAK® Addresses Compliance

ComplyPAK® allows a School District to address HIPAA compliance on an **enterprise-wide** and **comprehensive** basis with a set of resources **customized for SD's**. ComplyPAK® is delivered in a cost-effective package, including self-implementable software and tools that are focused on protecting privacy and security as required by HIPAA.

ComplyPAK® is designed specifically for SD's to provide resource for initial audits of privacy and security that then guides the user through proper remediation steps for required actions and ensures the documentation of those actions as required by HIPAA. It also provides a software tracking tool to ensure any daily activity regulated by HIPAA is properly managed.

### ComplyPAK® Reduces Risks

ComplyPAK® is based on “best practices”, including ISO, National Institute of Standards & Technology (NIST) and Federal Information Processing Standards (FIPS). ComplyPAK recommendations are cross referenced to the Code of Federal Regulations to ensure reliability of activity.

ComplyPAK® resources provide for . . .

- ◆ Initial & ongoing audits of compliance status
- ◆ Identifying non-compliance risks
- ◆ “Pre-implementation” of ISD policies & procedures
- ◆ Software tracking of “Protected Health Information”
- ◆ Managing Internal Uses and Disclosures of PHI
- ◆ Ongoing training and updates for staff

### ComplyPAK® Solves Problems

- ◆ ComplyPAK® guides the client to ensure **required actions occur and are documented.**
- ◆ ComplyPAK® cross references recommendations to the Code of Federal Regulations to eliminate confusion.
- ◆ ComplyPAK® provides software tracking of uses, access and storage of PHI and provides “on demand” reporting.
- ◆ ComplyPAK® can reduce or eliminate legal/consulting costs and provide comprehensive compliance resource.
- ◆ ComplyPAK® is easily installed on networks and is based on standard Microsoft Technology.

**ComplyPAK® - Comprehensive, Reliable, Enterprise-Wide & Easy Implementation**