

Marklund
— advice for —
**STAYING
HIPAA
COMPLIANT**
when using social media



Social Media and HIPAA

In the first half of 2018 alone, more than **2.25 BILLION** compromised data records were from social media incidents.

Can you comment, repost or share with the added comment?

EXAMPLE



“Love working with these students!”



YES, this is okay since no PHI was added.

“Can’t wait to celebrate your 30th birthday with you on Sunday, Faith.”



NO, you cannot post this because PHI was added! (Faith’s birthdate can be determined from this comment)

“Rocking that Dr. Seuss hat Maddie...”



YES, this is okay since no PHI was added.

“Glad to see you’re feeling better after the flu Anthony.”



NO, you cannot post this because PHI was added! (You’ve shared a health condition in your comment.)

Can Employees Post/Message/Share/Tweet about a Resident / Student / Client (R/S/C)?

Short Answer: **NO!**

Long Answer: **NO**, but you can like, share, retweet Marklund posts that involve R/S/Cs

Longer Answer: **BUT:** if you like, share, retweet, comment, etc., on a Marklund post, **DO NOT ADD** any R/S/C PHI or identifying information.

Precautions Marklund employees should take when posting on social media:

Don’t talk/post about R/S/C in any way via social media

Don’t share any workplace related frustrations online

Refrain from discussing R/S/C even in a general way via social media direct messages

Limit R/S/C specific posts to sharing of Marklund posts, without adding additional R/S/C information

Why can Marklund post information that may contain PHI?

→ They have legal, informed consent from the guardian for any ePHI they post.

Why can’t employees post about a R/S/C?

→ Marklund’s consent does not apply to individual employees. Posting about or adding any identifiers or health information to a Marklund post may result in an illegal HIPAA Breach.

If you have any concerns or questions about the information posted or comments please reach out to Tiffany Zurek at tzurek@marklund.org or through text at 630.849.3848, as soon as possible.

mini

June 15, 2023

CONNECTIONS

News and information to keep Marklund Staff Connected

MHC Summer Games



IMPORTANT DATES

June

Pride Month

PSP/Career Nursing Assistant Month

- June 18: Father's Day
- June 19: Juneteenth/Freedom Day
- June 21: First Day of Summer

I really want to commend everyone at MHC on an AMAZING Summer Games!! As always, every one of you stepped up and gave it your all (and MORE) to make everyday life possible for our residents, volunteers, and families. Your efforts proved true in making today a fun filled and memorable event. For our first full scale Summer Games in four years, you knocked it out of the park!! - Krissy Dolen, MHC Administrator



— advice for —

STAYING HIPAA COMPLIANT

when using social media

Can Employees Post/Message/Share/Tweet about a Resident / Student / Client (R/S/C)?

Short Answer: **NO!**

Long Answer: **NO**, but you can like, share, retweet Marklund posts that involve R/S/Cs

Longer Answer: **BUT:** if you like, share, retweet, comment, etc., on a Marklund post,

DO NOT ADD any R/S/C PHI or identifying information.

Please refer to this week's *Connections* for more information on Staying HIPAA Compliant when using social media.



Congrats to Therapy Aide Jazmine Lopez, Husband Jesus and daughter Jayla Flor on welcoming a baby boy, **Jeter Josiah Lopez**, to their family.

Sexual Harassment Prevention Training

Be sure to complete the *mandatory* Sexual Harassment Prevention Training by **Friday, June 16.**

Please do the following to get started:

Log into ADP and click on the "Things to Do" icon on your upper toolbar. On the 'Pending Policy' menu that pops up, click on "Sexual Harassment Prevention Training"



Don't forget click the box that says "Acknowledge."



Summer's here and so is Marklund's Newsletter!



PICK UP A COPY

INSIDE

- ▶ Celebrating our Volunteers
- ▶ Conversations with Staff
- ▶ New Milestones at our 5K/1M
- ▶ Our May Sensory Garden Appeal
- ▶ Project Kitchen Flip
- ▶ A Letter from the CEO
- ▶ Make a Difference
- ▶ Meet our Board Members

Grab your copy at the front desk of your location today.

Round two voting has begun for the **Claire Haverkamp Commemorative Award!**

The top ten have been revealed! Ballots are available on the last page of this week's (6/8) issue of *Connections* as well as at the front desk at all Marklund facilities!



Turn in your ballot to a Culture Box by 5 p.m. on 7/23/2023.



Are you beginning to feel burn-out or compassion fatigue?

The EAP is here to help with FREE services for staff and family members!

CALL: 999-933-1327

And head to ADP for more helpful EAP resources.

OUR PROMISE... Making everyday life possible for individuals with profound disabilities