

# 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 CONNECTIO

lews and information to keep Marklund Staff Connected

# **IMPORTANT DATES**



**Pride Month** 

**PSP/Career Nursing Assistant** Month

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









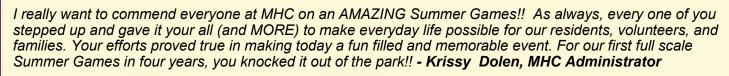














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Please refer to this week's Connections for more information on Staying HIPPA Compliant when using social media.



you beginning 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



**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**

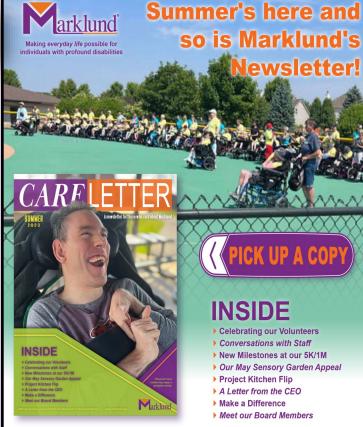
Be sure to complete the mandatory **Sexual Harassment Prevention Training** by Friday, June 16.

#### 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."



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

Round two voting has begun for the Claire Haverkampf Commemorative Award!

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

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

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