

Policies and Procedures Policy

Introduction

STRATEQ HEALTH, INC. has adopted this Policies and Procedures Policy in order to recognize the requirement to comply with the Health Insurance Portability and Accountability Act ("HIPAA"), as amended by the Health Information Technology for Economic and Clinical Health ("HITECH") Act of 2009 (Title XIII of division A and Title IV of division B of the American Recovery and Reinvestment Act "ARRA") and the HIPAA Omnibus Final Rule (Effective Date: March 26, 2013).

STRATEQ HEALTH, INC. hereby acknowledges our duty and responsibility to protect the privacy and security of Individually Identifiable Health Information ("IIHI") generally, and Protected Health Information ("PHI") as defined in the HIPAA Regulations, under the regulations implementing HIPAA, other federal and state laws protecting the confidentiality of personal information, and under principles of general and professional ethics. We also acknowledge our duty and responsibility to support and facilitate the timely and unimpeded flow of health information for lawful and appropriate purposes.

Scope of Policy

This policy governs the establishment and maintenance of policies and procedures for **STRATEQ HEALTH, INC.** All personnel of **STRATEQ HEALTH, INC.** must comply with this policy. Demonstrated competence in the requirements of this policy is an important part of the responsibilities of every member of the workforce.

Officers, agents, employees, Business Associates, contractors, affected vendors, temporary workers, and volunteers must read, understand, and comply with this policy in full and at all times.

Assumptions

- STRATEQ HEALTH, INC.** hereby recognizes its status as a Business Associate under the definitions contained in the HIPAA Regulations.
- STRATEQ HEALTH, INC.** must comply with HIPAA and the HIPAA implementing regulations, in accordance with the requirements at 45 CFR Parts 160 and 164, as amended.
- Full compliance with HIPAA is mandatory and failure to comply can bring severe sanctions and penalties. Possible sanctions and penalties include, but are not limited to: civil monetary penalties, criminal penalties including prison sentences, and loss of revenue and reputation from negative publicity.
- Full compliance with HIPAA strengthens our ability to meet other compliance obligations, and will support and strengthen our non-HIPAA compliance requirements and efforts.

- ❑ Full compliance with HIPAA reduces the overall risk of inappropriate uses and disclosures of Protected Health Information (PHI), and reduces the risk of breaches of confidential health data.
- ❑ The requirements of the HIPAA Administrative Simplification Regulations (including the HIPAA Privacy, Security, Enforcement, and Breach Notification Rules) implement sections 1171-1180 of the Social Security Act (the Act), sections 262 and 264 of Public Law 104-191, section 105 of 492 Public Law 110-233, sections 13400-13424 of Public Law 111-5, and section 1104 of Public Law 111-148.
- ❑ Entities subject to HIPAA Rules are also subject to other federal statutes and regulations. For example, federal programs must comply with the statutes and regulations that govern them. Pursuant to their contracts, Medicare providers must comply with the requirements of the Privacy Act of 1974. Substance abuse treatment facilities are subject to the Substance Abuse Confidentiality provisions of the Public Health Service Act, section 543 and its regulations. And, health care providers in schools, colleges, and universities may come within the purview of the Family Educational Rights and Privacy Act.

Policy Statement

- ❑ It is the Policy of **STRATEQ HEALTH, INC.** to create and implement appropriate policies and procedures as required by law and as suggested by good business practices and general business ethics.
- ❑ All policies and procedures shall be updated and amended as needed or as required by law.
- ❑ All policies and procedures shall be distributed to, or made otherwise available to, the entire workforce.
- ❑ All policies and procedures shall be regularly maintained and secured, and copies shall be stored offsite with other important business records for safekeeping.
- ❑ All members of the workforce are required to read, understand, and comply with this and all other policies and procedures created and implemented by **STRATEQ HEALTH, INC.**

Procedures

- ❑ **STRATEQ HEALTH, INC.** shall create or revise its own HIPAA policies and procedures, consistent with all applicable HIPAA Rules and Regulations as well as with applicable State laws and statutes.
- ❑ **STRATEQ HEALTH, INC.** shall designate a qualified individual to assume control of the policies and procedures process. This individual shall report to Chief Technology Officer and shall execute the creation or revision process in a timely manner.
- ❑ **STRATEQ HEALTH, INC.** shall engage its qualified legal counsel to guide or review the policies and procedures creation/revision process, and to intercede where necessary, to ensure **STRATEQ HEALTH, INC.**'s policies and procedures meet all applicable HIPAA (and other) standards.
- ❑ **STRATEQ HEALTH, INC.** shall internally publish its HIPAA policies and procedures, when complete, to its workforce members, and shall provide appropriate training to members of its workforce on the interpretation and implementation of its policies and procedures.



Compliance and Enforcement

All managers and supervisors are responsible for enforcing this policy. Employees who violate this policy are subject to discipline up to and including termination in accordance with **STRATEQ HEALTH, INC.**'s Sanction Policy.