



North Dakota Department of Health HIPAA Policy

Policy Title:	Whistleblower Protection	
Policy Number:	P-026	Version: 1.0
Reference:	45 CFR 164.530(g)	
Applicability:	Department of Health	
Approved By:	Dr. Terry Dwelle, State Health Officer Arvy Smith, Deputy State Health Officer Darleen Bartz, HIPAA Coordinator, Privacy Officer	
Effective Date:	April 14, 2003	

Policy:

The NDDoH will not intimidate or retaliate against individuals for exercising their rights permitted under the Health Insurance Portability and Accountability Act (HIPAA).

Exceptions:

None

Procedure:

- The NDDoH will not intimidate, threaten, coerce, discriminate against or take other retaliatory action against individuals (staff or other) who:
 - File a complaint with the North Dakota Department of Health;
 - File a complaint with the Secretary of the Department of Health and Human Services (DHHS);
 - Testify, assist or participate in HIPAA related investigations, compliance reviews or hearings;
 - Oppose any act or practice that the person in good faith believes to be unlawful under the HIPAA requirements as long as the action does not involve disclosure of protected health information.

Related Forms:

None

Definitions:

None