

STATE OF UTAH DEPARTMENT OF HEALTH	Number: 12.29	Page 1 of 1
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POLICIES & PROCEDURES	Authorized By: W. David Patton	
Section: Privacy Policies	Subject: Prohibition of Intimidating or Retaliatory Acts Policy	

Effective Date: October 9, 2012

Policy:

DEPARTMENT personnel will not intimidate, threaten, coerce, discriminate against, or take other retaliatory action against, an individual for the exercise by that individual, of any right under the HIPAA Privacy Regulations, or for participation by the individual in any process established by the Privacy Regulations.

Note: This prohibition applies to any individual filing a complaint with the United States Department of Health and Human Services (HHS); testifying, assisting, or participating in an investigation, compliance review, proceeding, or hearing arising under the Privacy Regulations; or opposing any act or practice of DEPARTMENT , provided the individual or person has a good faith belief that the practice opposed is unlawful, and the manner of opposition is reasonable and does not disclose Protected Health Information (PHI) in violation of the Privacy Regulations.