

# HIPAA Quiz

1. An Employer with Fully Insured Plans that do not receive PHI is exempt from HIPAA compliance. Yes No
2. The Insurance Carrier must provide a HIPAA Notice to the employees of a company with fully insured plans who helps their employees with health benefit issues and assists their employees with claim questions. Yes No
3. PHI can be used in making employment, wage/salary, and promotion related decisions. Yes No
4. Employer must receive authorization from the employee to disclose PHI in order to assist them with their claim issues and questions. Yes No
5. An Employer group with Self Insured Plans (including FSA) with less than 50 participants and who does not a Third Party Administrator (TPA) is exempt from HIPAA requirements. Yes No
6. A company with Self-Insured/Self Funded Plans with 50 or more participants or Plans that utilize a TPA (Including FSA or HRA) is not exempt from HIPAA Requirements. Yes No
7. The degree to which the Group Health Plan must comply varies depending on the size, scope, and amount of contact with PHI. Yes No
8. An Employer must appoint a Medical Privacy Officer. The employees need to know how to contact this individual. Yes No
9. If an Employer has a written HIPAA Policy and Procedure; the posting of HIPAA rights is waived. Yes No
10. Business Associate Arrangements with TPA's and others (Insurance Brokers) who come in contact with PHI is the responsibility of the Employer. Yes No
11. Employer must receive authorization from the employee to disclose PHI in order to assist them with their questions. Yes No
12. The Employer does not need to have signed Confidentiality Agreements with their Managers and Supervisors and other staff that might come in contact with PHI. Yes No
13. The HIPAA legislation has no staff training requirement. Yes No
14. Civil penalties can be as high as \$25,000 per person per year per standard violation. Under certain situations criminal penalties can apply to the violation. Yes No