

**HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT  
(HIPAA) COMPLIANCE POLICIES FOR INSURED GROUP HEALTH PLANS**

The Schodack CSD (“District”), as a sponsor of one or more insured group health plans (the “Plan” or “Plans”), is required under the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”) to implement certain policies and procedures relating to the rights of Plan enrollees.

**Non-Retaliation Policy**

The District will not discriminate against, intimidate, threaten, coerce, or take any other retaliatory action against an insured individual or worker for exercising the right to file a complaint with the Privacy Official of an insurer, or with the United States Secretary of the Department of Health and Human Services, or for testifying, assisting or participating in an investigation, compliance review, proceeding, or hearing regarding an alleged violation under HIPAA.

**Non-Waiver of Rights**

The District will not require an insured individual or a worker to waive his or her rights under HIPAA as a condition of the provision of treatment, payment, enrollment in a health plan, or eligibility for benefits.

Approved: 10/16/03

(1<sup>st</sup> Reading 8/21/03; 2<sup>nd</sup> Reading 9/18/03; 3<sup>rd</sup> Reading 10/16/03)