

HIPAA INFORMATION

Health Insurance Portability and Accountability Act

With the rapidly changing legislative and regulatory impacts on the health care environment, Meridian Urgent Care & Occupational Health Center, Inc., and its subsidiaries recognize that corporations want assurance that our organization is actively assessing our compliance with the Health Insurance Portability and Accountability Act (HIPAA). Meridian Urgent Care & Occupational Health Center, Inc., continues to implement strategies to address HIPAA. Our goal is to protect the privacy and security of individually identifiable health information and our clients' ability to use our services.

Meridian Urgent Care & Occupational Health Center, Inc., has a Privacy and Security Task Force that incorporates HIPAA and consists of individuals from the following departments: Human Resources, Information Technology, Risk Management, Medical, and Business Operations.

Meridian Urgent Care & Occupational Health Center is addressing the communication of Privacy and Security laws through a corporate-driven HIPAA Awareness and Compliance Program. Meridian Urgent Care & Occupational Health Center, Inc., remains confident that the effort put forth will produce the results necessary to achieve our compliance goals. Meridian Urgent Care & Occupational Health Center's Privacy Officer welcomes the opportunity to hear from you regarding your HIPAA questions and concerns. We know that starting a dialogue with our customers will only prove to strengthen our mutual HIPAA compliance efforts.

CONFIDENTIALITY STATEMENT

Privacy And Confidentiality of Patient Health Information

Protecting the Privacy of Patients' Health Information

INFORMATION REQUIRED TO BE PROTECTED.

The privacy of all medical records and other individually identifiable health information must always be protected. Information relating to a patient's health care history, diagnosis, condition, treatment, or evaluation shall be considered individually identifiable health information. Confidentiality of this health information must always be maintained and may only be disclosed with the express written consent of the patient.

Non-individually identifiable health information, (e.g. health information that cannot be linked to a specific patient) is not included within the definition of protected health information

BOUNDARIES ON HEALTH INFORMATION USE AND RELEASE.

An individual's health information can be used for health purposes only.

Protect individually identifiable health information. Meridian Urgent Care & Occupational Health Center, Inc. shall not publish or otherwise make generally available any information or data that

identifies a patient for purposes other than treatment, payment or other health care operations, without his or her express written consent. This does not restrict the internal use of such information or data that is required in the performance of the scope of work that Meridian Urgent Care & Occupational Health Center has been engaged to perform for a client. Meridian Urgent Care & Occupational Health Center also maintains physical, electronic, and procedural safeguards to protect individually identifiable health information. Meridian Urgent Care & Occupational Health Center is continually assessing those safeguards and making ongoing improvements to maintain and enhance our level of security for individually identifiable health information.

Ensure that health information is not used for non-health purposes. Patient information can be used or disclosed only for purposes of treatment, payment, and health care operations. Health information cannot be used for purposes not related to health care without explicit authorization from the patient. For example, Meridian Urgent Care & Occupational Health Center Inc., may not access the personal health information obtained by a Meridian Urgent Care & Occupational Health Center Inc., affiliate for any purpose other than to perform the services for which we were engaged, unless Meridian Urgent Care & Occupational Health Center Inc., first obtains the explicit authorization of the patient.

Maintain health information in a manner to protect confidentiality. All individually identifiable health information shall be maintained Meridian Urgent Care & Occupational Health Center Inc., in a confidential manner that prevents unauthorized use and disclosure to third parties. For example, Meridian Urgent Care & Occupational Health Center Inc., may share confidential information with a third party under contract or affiliated with Meridian Urgent Care & Occupational Health Center Inc., for the same purpose of performing the services for which we were engaged, provided that the information shall always remain confidential and shall be shared with only those persons that have authority to receive such information.

Penalties For Misuse of Personal Health Information

There are serious penalties for violation of the confidentiality of health information. Please be advised of the following:

State Penalties. Various state laws impose criminal and civil penalties on individuals who misuse or disclose individually identifiable health information without explicit consent by the patient.

Federal Penalties. HIPAA (Health Insurance Portability and Accountability Act) is a piece of federal legislation that directly addresses the privacy and security protection of individually identifiable health information. HIPAA calls for civil and criminal penalties for privacy and security violations, including:

Fines up to \$25,000 for multiple violations of the same standard in a calendar year.

Fines up to \$250,000 and/or imprisonment up to 10 years for knowing misuse of individually identifiable health information.

Meridian Urgent Care & Occupational Health Center Inc., Penalties. Any employee who violates the privacy and confidentiality of patient health information, through disclosure or otherwise, may be subject to disciplinary action, including termination of his or her employment with Meridian Urgent Care & Occupational Health Center Inc.

Internet Privacy Policy

Relationships are built on trust. One of the most important elements of trust is respect for an individual's privacy. **Meridian Urgent Care & Occupational Health Center Inc.**, and its affiliated entities value our relationship with you and take your personal privacy seriously.

This Privacy Policy describes the type of information we may collect from you, how we might use or disclose it, how you can review or change the personal information you provide to us, how we may change this Privacy Policy, and the steps we take to ensure that your personal information is protected. This Privacy Policy applies to all users of our platforms and services.

By accessing or using the Services or providing information about you to us, you agree to the terms and conditions of the most recent version of this Privacy Policy.

NON DISCRIMINATION POLICY

Equal Treatment and Employment Opportunity

Patients

Meridian Urgent Care & Occupational Health Center, Inc. does not discriminate against existing and potential patients based on race, color, national origin, disability, or age.

Employees

As an equal opportunity employer, **Meridian Urgent Care & Occupational Health Center, Inc.** will provide equal consideration to all employees and job candidates without regard to sex, age, race, color, marital status, gender identity, sexual orientation, religion, national origin, veteran status, disability, political affiliation, or any other characteristic protected by federal, state, or local law.

For more information on Meridian Urgent Care & Occupational Health Center, Inc. policies, please contact our office @ 760-242-7707 or you may send an email to customercare@meridianurgentcarehd.com