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SECTION: HIPAA

AREA: HIPAA PRIVACY/SECURITY POLICIES

SUBJECT: HIPAA SANCTIONS POLICY

PURPOSE

To outline the University of Arkansas for Medical Sciences (“UAMS”) procedures for disciplining UAMS employees, students, staff, faculty, and tenured-track positions for violations of the Health Insurance Portability and Accountability Act (“HIPAA”) and UAMS HIPAA policies and procedures.

SCOPE

The UAMS Workforce.

DEFINITIONS

Confidential Information includes information concerning UAMS research projects, confidential employee and student information, information concerning UAMS research programs, proprietary information of UAMS, and sign-on and password codes for access to UAMS computer systems. Confidential Information shall include Protected Health Information. Confidential Information includes information maintained or transmitted in any form, including verbally, in writing, or in any electronic form.

Gross Misconduct means an employee’s serious wrongdoing, unlawful behavior, or improper behavior justifying immediate dismissal.

Malice means the intent, without justification or excuse, to perform a wrongful act.

Protected Health Information (“PHI”) means information that is part of an individual’s health information that identifies the individual or there is a reasonable basis to believe the information could be used to identify the individual, including demographic information, and that (i) relates to the past, present, or future physical or mental health or condition of the individual; (ii) relates to the provision of health care services to the individual; or (iii) relates to the past, present, or future payment for the provision of health care services to an individual. This includes PHI which is recorded or transmitted in any form or medium (verbally, or in writing, or electronically). PHI excludes health information maintained in educational records covered by the federal Family Educational Rights Privacy Act, health information about UAMS employees maintained by UAMS in its role as an employer and health information regarding a person who has been deceased for more than 50 years.

UAMS Workforce means for the purpose of this policy, physicians, employees, volunteers, resident/fellows, students, and other persons whose conduct, in the performance of work for UAMS, is under the direct control of UAMS, whether or not they are paid by UAMS.

Go to the HIPAA Office website at hipaa.uams.edu to access any other terms or definitions referenced in this policy.

POLICY

It is the policy of UAMS to ensure compliance with all applicable state and federal laws providing for the privacy and security of PHI as defined by HIPAA. UAMS will use a progressive disciplinary process for violations when a UAMS Workforce member or other individual fails to comply with federal HIPAA rules and regulations and/or with UAMS HIPAA policies or procedures relating to the privacy and security of PHI. The progressive disciplinary process will follow the disciplinary action provisions and guidelines set forth in this policy, other applicable UAMS policies and procedures, and applicable UAMS student handbooks.

PROCEDURE

I. Levels of HIPAA Policy Violations

The level of a HIPAA violation is determined according to the severity of the action, whether the violation was intentional or unintentional, the impact on the organization, the impact on a patient, other Workforce member(s) or other individual(s), and whether the violation indicates a pattern or practice of improper use or disclosure of PHI, ePHI or other Confidential Information by the Workforce member or other individual within the scope of this policy. Disciplinary action will be applied based on the level of violation in conjunction with any mitigating or aggravating factors.

- A. Level One – Unintentional Violation or Carelessness.** A Level One violation occurs when a Workforce member or other individual within the scope of this policy unintentionally or carelessly discloses Confidential Information to anyone who does not have a legitimate need to know the information or when a Workforce member unintentionally or carelessly accesses, exposes, reviews, or discloses Confidential Information outside the performance of their job duties, roles, or responsibilities.

1. Examples. Level One violations include, but are not limited to:

- Inadvertently e-mailing, faxing, mailing, or disclosing PHI or other Confidential Information to the wrong person;
- Releasing PHI without the appropriate patient authorization;
- Leaving PHI in a public area in the workplace;
- Improperly disposing of PHI or ePHI;
- Failing to safeguard portable devices/electronic media that contain ePHI, including, but not limited to, having PHI on an unencrypted laptop, unencrypted portable drive, or unencrypted mobile device;
- Failure to report a HIPAA breach or HIPAA violation immediately;
- Failing to secure e-mail, text message, or other electronic transmission or storage of PHI;

- Discussing patient information in a public area without taking reasonable measures to protect the discussion;
- Failing to enter or maintain correct and accurate information in the medical record of a patient, such as entering incorrect insurance or health plan information in a patient's medical record without verifying the demographics match, entering documentation related to one patient in the medical record of another patient, incorrectly merging the medical records of two different patients into a single medical record, or incorrectly changing the identity of one patient to another;
- Failing to properly verify the identity and authority of a person requesting PHI, whether the person is requesting in person, in writing, or by phone;
- Intentionally accessing an individual's own record using their own individual log on credentials to UAMS clinical information systems when there is no job-related need for such access;
- Intentionally accessing patient lists outside the performance of your job duties;
- Failing to protect the privacy and confidentiality of medical records or other PHI or ePHI (e.g., permitting improper access or conducting improper distribution or disposal of PHI);
- Failing to lock computer screen when workstation/laptop is left unattended or failure to appropriately log off the organization's information system;
- Leaving more than the minimum required PHI on patient's voicemail;
- Carelessly handling usernames and passwords (e.g., leaving notes with passwords written on them on or near a computer or door keypad);
- Posing a risk to PHI by utilizing personal cellular, Bluetooth, or electronic devices in the presence of patients;
- Failing to report a lost or stolen mobile device or camera containing PHI immediately;
- Carelessly enabling or allowing an unauthorized person or persons to gain access to UAMS information systems or other Confidential Information which could compromise patient confidentiality. This could include, but is not limited to, providing log-on credentials to an unauthorized person to UAMS information systems, clicking on a link contained in a fake, scam phishing email, or opening an attachment contained in a fake, scam phishing email designed for the purpose of gaining access to the UAMS information systems; or
- Committing a second or third violation, refer to *Section II. Repeated Occurrences of the Same Violation*.

2. Disciplinary Action.

- a. A **Level One** violation will be grounds for progressive disciplinary action and will *generally* result in the individual receiving an oral warning. Depending on the violation, if mitigating factors are present, no formal disciplinary action may be warranted. Instead, a counseling session (retraining) may be recommended.
- b. **Aggravating Factors.** A **Level One** violation may be treated as a **Level Two** or **Level Three** violation, depending on:
 - the magnitude of risk created;
 - the harm to an affected individual or entity whose privacy or security was breached;

- a breach of particularly sensitive information;
 - a large volume of data was breached;
 - the individual involved hampers or otherwise fails to cooperate with the investigation;
 - the individual knew or should have known they were violating a HIPAA policy, procedure, rule, or regulation; or
 - prior violations.
- c. **Mitigating Factors.** Mitigating factors for **Level One** violations may include, but are not limited to:
- a violation that occurs as a result of attempting to help a patient or UAMS;
 - violations that do not result in harm to an individual or to UAMS;
 - the violation is the individual's first such violation with no prior incidents that were **Level One** violations, a minimum of 12 months have passed since the individual committed the most recent **Level One** violation;
 - extenuating circumstances were a significant factor in causing the individual to commit the **Level One** violation or preventing compliance with this Policy;
 - the UAMS individual cooperates with the investigation and appreciates the nature of the violation; or
 - the UAMS individual could not have known or reasonably did not know of the applicable policy or procedure.

B. Level Two – Intentional or Purposeful Violation or Curiosity/Concern. A **Level Two** violation occurs when an individual **intentionally or purposefully** accesses, uses, reviews and/or discloses Confidential Information in an unauthorized manner or for unauthorized purposes, but for reasons unrelated to personal gain.

1. **Examples.** **Level Two** violations include, but are not limited to:

- Intentionally accessing a patient's record without a job-related reason, including searching for the existence of a record or an address or phone number. For access to a Workforce member's own record, see the section above related to **Level One** violations.
- Sharing patient information with any individual who does not have a legitimate need to know the information to perform job duties;
- Intentionally or purposefully posting, sharing, or commenting on the Internet (including, but not limited to, YouTube and social media sites such as Tik Tok, Facebook, Instagram, Linked In, Twitter) PHI or information that is not PHI but is related to a particular patient in violation of UAMS policies and/or for unauthorized purposes, for reasons unrelated to personal gain, monetary gain, Malice or Gross Misconduct;
- Sharing a computer password with another person or group or using a password that belongs to someone else;
- Failing to follow device and media control standards, including connecting unapproved devices (*e.g.*, jump drives, flash drives, smart phones, PDAs) to the organization's

network;

- Misusing information systems or violation of security safeguards;
- Failing to complete mandatory HIPAA Privacy and/or Security training in a timely manner; or
- Committing a second or third violation, refer to *Section II. Repeated Occurrences of the Same Violation*.

2. **Disciplinary Action.**

- a. A **Level Two** violation will be grounds for progressive disciplinary action and will generally result in the individual receiving a written warning.
- b. **Aggravating Factors.** A **Level Two** violation may be treated as a **Level Three** violation, depending on:
 - the magnitude of risk created;
 - the harm to an affected individual or entity whose privacy or security was breached;
 - breach of particularly sensitive information;
 - a large volume of data was breached;
 - the individual involved hampers or otherwise fails to cooperate with the investigation;
 - the individual fails to provide accurate and/or truthful information;
 - the individual knew or should have known they were violating a HIPAA policy, procedure, rule, or regulation; or
 - prior violations.
- c. **Mitigating Factors.** Disciplinary action will be applied for **Level Two** violations in conjunction with any mitigating factors that may result in a level of disciplinary action lower than a written warning. Mitigating factors for **Level Two** violations may include, but are not limited to:
 - a violation that occurs as a result of attempting to help a patient or UAMS;
 - the patient authorized or requested the access and/or use of PHI;
 - violations that do not result in a breach under HIPAA or harm to an individual or to UAMS;
 - the **Level Two** violation is the first such violation on the part of the individual with no prior violations;
 - a minimum of 12 months have passed since the individual committed the most recent **Level Two** violation;
 - extenuating circumstances were a significant factor in causing the individual to commit the **Level Two** violation or preventing compliance with this Policy;
 - the UAMS individual cooperates with the investigation and appreciates the nature of the violation; or
 - the UAMS individual could not have known or reasonably did not know of the applicable policy or procedure.

C. Level Three – Violation for Personal Gain or Malice or Acts of Gross Misconduct. A **Level Three** violation occurs when an individual accesses, uses, reviews, and/or discloses Confidential Information for personal or monetary gain or with Malice or engages in acts

of Gross Misconduct. Personal gain or Malice or Gross Misconduct includes intentional wrongful actions without justification.

1. Examples. Level Three violations include, but are not limited to:

- Disclosing PHI from any source of information, verbally, written, or any other format or mechanism, for any reason other than job-related;
- Posting PHI or information that is not PHI but is related to a particular patient on the Internet (including, but not limited to, social media sites such as Tik Tok, Facebook, Instagram, Linked In, Twitter) in violation of UAMS HIPAA policies and/or UAMS policies regarding social media for reasons related to personal gain, monetary gain, Malice or Gross Misconduct;
- Falsifying or altering patient information;
- Obtaining PHI under false representation;
- Using Confidential Information to harass or intimidate other individuals or to cause an individual harm, either internal or external, to the organization;
- Deliberately compromising electronic information security measures;
- Handling Confidential Information with gross negligence;
- Inappropriately using or selling Confidential Information or PHI, such as accessing and using PHI in a court proceeding to receive personal or financial gain or stealing PHI for fraudulent purposes to open credit card accounts, file fraudulent tax returns with the Internal Revenue Service, or to create a false identity;
- Subverting, compromising, or undermining network controls or escalating privileges without authorization to do so;
- Failing to cooperate during the investigation of a potential HIPAA policy violation or privacy or security incident; and/or
- Falsifying information during an investigation or reporting in bad faith or for malicious purposes.
- Committing a second or third violation, refer to *Section II. Repeated Occurrences of the Same Violation*.

2. Disciplinary Action.

- a. Unless extenuating circumstances can be identified, **Level Three** violations will be treated as grounds for immediate dismissal under this Policy.
- b. Dismissal and termination of faculty will be in accordance with the University of Arkansas System Board of Trustees Policy 405.1, *Appointments, Promotion, Tenure, Non-Reappointment and Dismissal of Faculty* and University of Arkansas System Board of Trustees Policy 405.4, *Termination of Employment*, as may be applicable.

II. Repeated Occurrences of the Same Violation. Refer to **Level One, Two, or Three**

Violation sections above if the individual has not committed the same violation in the past, or if the time frame since the same violation is over 12 months. A **Level One** violation may be treated as a **Level Two** violation, and a **Level Two** violation may be treated as a **Level Three** violation in the following circumstances:

- if the second or third violation is the same as the preceding violation(s); and
- the individual was disciplined for that preceding violation; and
- the individual's second or third violation is within 12 months of the preceding violation.

1. Disciplinary Action.

- a. **Aggravating Factors.** Aggravating factors may be applied so that the second or third violation progresses to the next level of disciplinary action that was imposed for the prior violation. Such aggravating factors may include, but are not limited to, the following:
 - the magnitude of risk created;
 - multiple violations that are the same violation in a relatively short period of time;
 - the harm to an affected individual or entity whose privacy or security was breached;
 - breach of particularly sensitive information;
 - a large volume of data was breached;
 - the individual involved hampers or otherwise fails to cooperate with the investigation;
 - the individual fails to provide accurate and/or truthful information; or
 - the individual knew or should have known they were violating a HIPAA policy, procedure, rule, or regulation.
- b. **Mitigating Factors.** Mitigating factors may be applied so that the second or third violation remains at the same level as the prior violation and does not advance to the next progressive level of disciplinary action. Such mitigating factors may include, but are not limited to, the following:
 - a violation that occurs as a result of attempting to help a patient or UAMS;
 - violations that do not result in harm to an individual or to UAMS;
 - extenuating circumstances were a significant factor in causing the individual to commit the **Level One** violation or preventing compliance with this Policy;
 - in circumstances in which an individual commits multiple violations that are the same violation in a short period of time before any disciplinary action could be issued, a single disciplinary action may be imposed for the multiple violations that are the same;
 - the UAMS individual cooperates with the investigation and appreciates the nature of the violation; or
 - the UAMS individual could not have known or reasonably did not know of the applicable policy or procedure.

III. Other Disciplinary Actions

A violation of federal HIPAA requirements and/or UAMS HIPAA policies or procedures may result in suspension without pay or administrative leave in accordance with UAMS Policy 4.4.02,

Employee Discipline, the relevant student handbook, guidance, or disciplinary actions set forth by the academic program. In addition to suspension without pay or administrative leave, an individual may also be issued an oral warning or a written warning.

- A. Suspension without Pay:** If immediate dismissal for cause is not appropriate for repeated infractions or a single serious offense, a supervisor may place an individual on suspension without pay. Suspension without pay may be in addition to the issuance of an oral warning or a written warning. This means while immediate dismissal for repeated offenses or a single serious offense is too severe, suspension without pay is appropriate. An individual may be suspended without pay in accordance with UAMS Policy 4.4.02, *Employee Discipline*.
- B. Administrative Leave:** An individual may be placed on administrative leave during investigations of suspected Gross Misconduct. Administrative leave is appropriate when an individual's absence during an investigation of Gross Misconduct is in the best interest of the individual and UAMS. At the conclusion of the investigation, the individual may either be dismissed (effective the last day worked) or reinstated without loss of pay.
- C. Approval of the UAMS Office of Human Resources ("OHR") Required.** Supervisors must consult with OHR Employee Relations and receive approval from OHR Employee Relations before placing an individual on suspension without pay or administrative leave. OHR Employee Relations will provide instructions regarding appropriate documentation of suspension without pay and administrative leave.

IV. Determination of Level of Violation and Disciplinary Action

The UAMS Office of Human Resources will make a final determination as to the level of the violation, the appropriate disciplinary action, whether the individual is eligible for rehire and whether the individual should not have future access to UAMS information systems. Managers and supervisors must contact the OHR Employee Relations prior to issuing a written warning and prior to terminating an individual. The UAMS HIPAA Office and/or UAMS IT Security Office, in cooperation with the individual's manager or supervisor, may make a recommendation to OHR as to whether an individual's behavior constitutes a **Level One, Level Two, or Level Three** violation. A recommendation may also be made as to whether the individual is eligible for rehire and/or whether the individual should not have future access to UAMS information systems. In accordance with policies and procedures of the Office of Human Resources, an individual terminated for cause is not eligible for rehire to the University of Arkansas Systems.

V. Other Sanctions in Addition to Disciplinary Action

In addition to disciplinary action or dismissal, the individual may be subject to the following:

- notifying law enforcement,
- reporting the violation to the appropriate regulatory or governmental authority,
- reporting the violation to the appropriate licensing board, or
- monetary fines and penalties in accordance with state or federal law.

VI. Training

Any UAMS individual whose relationship with UAMS is not terminated may be required to complete training through the UAMS HIPAA Office and/or UAMS IT Security Office in order to continue working at or attending UAMS. Such training may include, but is not limited to, an online training module through the UAMS HIPAA Office. Such training may be required in addition to or in lieu of a disciplinary action issued as a result of a violation of HIPAA or UAMS HIPAA policies and procedures.

VII. Documenting Disciplinary Actions for HIPAA Violations

Disciplinary actions resulting from violations of HIPAA or UAMS HIPAA policies or procedures must be documented in accordance with UAMS Administrative Guide Policy 4.4.02, *Employee Discipline* and UAMS Administrative Guide Policy 2.1.42, *HIPAA Sanctions Policy*.

VIII. References

UAMS Administrative Guide Policy 4.4.02, *Employee Discipline*
[University of Arkansas System Board of Trustees Policy 405.1 Appointments, Promotion, Tenure, Non-Reappointment, and Dismissal of Faculty](#)
[University of Arkansas System Board of Trustees Policy 405.4 Termination of Employment](#)

Signature:  _____

Date: May 28, 2026