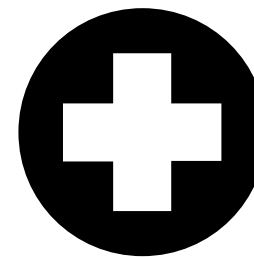


# LFP QUICK GUIDE TO HIPAA

## HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT



### WHEN DOES HIPAA APPLY?

HIPAA **applies to Covered Entities** (health care providers, health plans, and health care clearinghouses)

### WHAT DOES HIPAA MEAN?

Covered Entities **may not disclose protected health information** (PHI) unless permitted by HIPAA

(Disclosing positive test results for COVID-19 to the CDC, for example, is allowable)

### WHEN DOESN'T HIPAA APPLY?

Unless an employer is a Covered Entity it **is not subject to HIPAA's restrictions** on disclosures of PHI



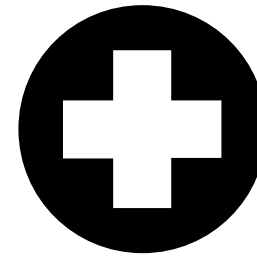
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# LFP QUICK GUIDE TO THE ADA

## AMERICANS WITH DISABILITIES ACT



### WHAT DOES THE ADA DO?

ADA makes it unlawful to discriminate in employment against a qualified individual with a disability

### WHAT IS COLLECTED?

Employers must maintain medical information about an employee in a confidential file separate from their personnel file

### WHAT CAN BE SHARED?

The confidentiality requirements under the ADA do not prohibit disclosure to state, local, or federal health departments



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