

**HIPAA
HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT OF 1996**

FROM

***HEARING CONSERVATION MANUAL
5TH EDITION***

**COUNCIL FOR ACCREDITATION IN OCCUPATIONAL HEARING
CONSERVATION**

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“THE U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES ENACTED HIPAA TO PROTECT CERTAIN HEALTH INFORMATION. THIS PROVISION PERMITS HEALTH CARE PROVIDERS TO RELEASE HEALTH INFORMATION TO AN EMPLOYER WITHOUT WORKER AUTHORIZATION ONLY IF:

- 1) THE EMPLOYER HAS REQUESTED THE HEALTH CARE SERVICE**
- 2) THE SERVICE RELATES TO MEDICAL SURVEILANCE OF THE WORKPLACE OR DETERMINATION OF WORK-RELATEDNESS OF AN INQUIRY OR ILLNESS**
- 3) THE EMPLOYER IS COMPLYING WITH OSHA, MSHA OR STATE LAW.**

THIS ALLOWS SERVICE PROVIDERS SUCH AS OCCUPATIONAL MEDICAL CLINICS AND MOBILE AUDIOMETRIC CONTRACTORS TO DISCLOSE RESULTS OF AUDIOMETRIC MONITORING DIRECTLY TO THE EMPLOYER. BECAUSE OF HIPAA, MANY SERVICE PROVIDERS NO LONGER USE SOCIAL SECURITY NUMBERS TO IDENTIFY INDIVIDUAL WORKERS.”