

GOVERNMENT OF THE DISTRICT OF COLUMBIA  
D.C. Department of Human Resources

**District Personnel Manual Issuance System**

This instruction may be accessed electronically at [www.dchr.dc.gov](http://www.dchr.dc.gov), by clicking on the "District Personnel Manual" link; and the "Issuances" link for Chapter(s) 31A

**E-DPM Instruction No. 31A-4**

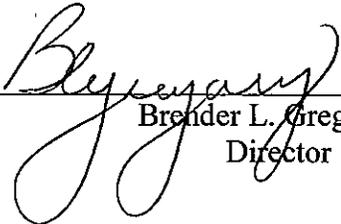
**SUBJECT:** Rescission of DPM Instruction No. 31A-3, on the Privacy Policies and Procedures under the Health Insurance Portability and Accountability Act of 1996 (HIPAA)

**Date:** May 13, 2009

The purpose of this Electronic-District Personnel Manual (E-DPM) instruction is to rescind DPM Instruction No. 31A-3, *Health Information Privacy Policies and Procedures*, dated April 14, 2003. The reason for the rescission is that the *Privacy Rules* under the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and its implementing regulations, published at 45 C.F.R. Parts 160 and 164, exclude employment records. The HIPAA *Privacy Rules* control how health plans or covered health care providers disclose protected health information to an employer.

In 2003, at the request of staff in Mayor Anthony A. Williams' Executive Office, the D.C. Department of Human Resources (then the "*D.C. Office of Personnel*") agreed to publish the instruction merely for informational purposes.

Persons interested on information on the *Health Information Privacy Policies and Procedures* under HIPAA may visit the U.S. Department of Health and Human Services' website at [www.hhs.gov](http://www.hhs.gov).

  
Brender L. Gregory  
Director

**Note:** *E-DPM* instructions that are strictly procedural in nature have direct applicability only to agencies and employees under the personnel authority of the Mayor. Other personnel authorities or independent agencies may adopt any or all of these procedures or guidance materials for agencies and employee under their respective jurisdictions.

**Inquiries:** Benefits and Retirement Administration, DCHR (202) 442-9700

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