



Office of Human Resources

## **COBRA/HIPAA**

Federal laws {Consolidated Omnibus Budget Reconciliation Act (COBRA) and Health Insurance Portability and Accountability Act of 1996 (HIPAA)} require that employees and their families be offered the opportunity for a temporary extension of health, dental or vision coverage (called "continuation coverage") at group rates in certain instances in which coverage under the plan would otherwise end.

Please contact the Office of Human Resources if you have questions, or review the health insurance plan document on the Office of Human Resources website at <http://www.fit.edu/hr>.

HIPAA requires that no Protected Health Information (PHI), either oral or written, which relates to an individual's medical condition, provision of medical care, or payment for that individual's medical care, be released without your written consent.

If you feel that your HIPAA rights have been violated, contact the Director of Human Resources.

Consolidated Omnibus Budget Reconciliation Act (COBRA) and Health Portability and Accountability Act of 1996 (HIPAA)

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