

# ⊕ Privacy of Occupational Health Records

Yale University's Occupational Health Department helps Yale employees with health services related to their work. They handle things like:

- health check-ups
- required shots
- health clearances
- workplace injuries

Occupational Health works for Yale University and follows **different privacy rules than your personal doctors**. They keep your health information private according to state and federal employment laws like the Americans with Disabilities Act (ADA), the Family Medical Leave Act (FMLA), The Genetic Information Nondiscrimination Act (GINA), and Occupational Safety and Health Act (OSHA) rather than the Health Insurance Portability and Accountability Act (HIPAA).

Occupational Health **collects health information** to keep Yale employees safe. This includes **vaccination records, reports of workplace injuries**, and other health checks.

Occupational Health keeps your information private and only shares limited details with Yale or other parties. These records are kept separate from other work records like your personnel files. **Only those who need to know are allowed to see your information.**

Some ways we may share your information include:

- With your **supervisor** if you need a workplace accommodation or to confirm that all required health clearances have been met.
- To create **anonymous reports** for Yale leaders on workplace health and safety or for university planning.
- When **required by law such as disease reporting and OSHA** safety reports.
- To **protect** your health or the health and safety of others.
- To **respond to a valid legal requests** such as subpoenas.
- To process claims for **worker's compensation** following a work-related injury or illness.

Any information shared is limited to the least amount needed. We will ask for your consent to share the information if more details are needed. However, if you are suffering from a workers' compensation injury or illness that requires treatment beyond an initial visit, you will be requested and obligated to sign the standard workers' compensation medical authorization form to allow for the processing of your workers' compensation claim. We might also ask permission to access your medical records when providing care for a workplace injury or help you find information needed for health clearances.



Occupational Health email



Yale Privacy Office email

For more information, contact Occupational Health at [employeehealth-business@yale.edu](mailto:employeehealth-business@yale.edu) or the Yale Privacy Office at [privacy@yale.edu](mailto:privacy@yale.edu).