



Confidentiality Agreement

It is the policy of Mohawk Valley Health System ("MVHS") and its affiliates that all individuals—including employees, medical staff, students, volunteers, and vendors—who are granted access to confidential information are required to safeguard and uphold the privacy, confidentiality, and security of such information at all times.

Confidential Information includes, but is not limited to, patient-related data—such as medical records, billing information, and verbal discussions about patient care—as well as employee Personally Identifiable Information ("PII"), business records, and proprietary business information of MVHS. This may encompass details regarding employees, physicians, contractual agreements, financial operations, quality improvement initiatives, peer review activities, risk management data, survey outcomes, and research findings.

I understand and agree to only access, use or disclose confidential information for job related purposes, and will limit access, use or disclosure to minimal amount necessary to preform my job.

Furthermore, I agree to the following:

- 1) I will safeguard the privacy and security of all MVHS information, including the electronic medical record (EMR), in full compliance with MVHS policies and procedures.
- 2) I will not access the EMR for non-work-related purposes, including out of personal curiosity or concern—for example, in cases involving family members, friends, colleagues, ex-spouses, neighbors, or high-profile individuals (VIPs).
- 3) I will promptly notify my supervisor if I have a personal relationship (e.g., friend, family member, dependent, spouse, or former spouse) with any patient to whom I am assigned or for whom I provide services, including but not limited to clinical care, billing, or coding.
- 4) I will refrain from visiting patients for social or non-work-related reasons without first obtaining their explicit permission.
- 5) I will not store or maintain any confidential information on personal devices, including but not limited to personal cell phones, laptops, or wearable technology.
- 6) I will not transmit confidential information via email unless it is properly encrypted, including by placing "[Secure]" at the beginning of the subject line, in accordance with MVHS policy.
- 7) I will not share my passwords or permit access to the Electronic Medical Record (EMR) or any system under my login credentials by any other individual.

- 8) I will not enter any restricted area within the hospital without proper authorization or a legitimate, job-related purpose.
- 9) I will not dispose of any paper or electronic media containing Protected Health Information (PHI) in regular trash receptacles. Instead, I will use designated confidential disposal bins or coordinate with the Information Systems department to ensure proper and secure destruction of patient data.
- 10) I will not take photographs of any computer screens or computer systems to protect all MVHS confidential data.
- 11) I will promptly report any actual or suspected breach of privacy, security, or any privacy-related error that occurs in the course of performing my job duties.
- 12) I will take appropriate measures to safeguard all MVHS-issued and personal equipment used for work-related purposes from unauthorized or improper use.
- 13) I understand that all MVHS devices and systems are subject to monitoring and audit, including access to medical records, email usage, and internet activity, and that I have no expectation of privacy when using these systems.
- 14) I acknowledge that I am responsible for adhering to all MVHS privacy and security policies and procedures.
- 15) I understand that all privacy breaches are subject to investigation, documentation, and reporting, and may result in disciplinary action in accordance with MVHS policies.
- 16) I recognize that my obligation to maintain the confidentiality of protected and sensitive information, as outlined herein, continues beyond the termination of my employment or association with MVHS.

Attestation:

I have read and fully understand the terms outlined in this Confidentiality Agreement, and I agree to comply with all applicable policies and procedures as a condition of my employment or affiliation with Mohawk Valley Health System (MVHS).

Name: _____

Signature: _____

Date: _____



Attestation
Confidential HIV-Related Information

I received training regarding confidential HIV-related information and my responsibilities in regard to maintaining the confidentiality of HIV-related information obtained and maintained by the Mohawk Valley Health System (MVHS).

I also have read/been informed of and agree to follow MVHS's HIV Confidentiality Policies and Procedures.

I understand that I may obtain confidential HIV-related information about patients or their contacts (spouse, sexual partner, needle sharing partner) or other individuals whose confidentiality is protected by law.

Only authorized personnel are allowed to access confidential HIV-related information about patients and only when reasonably necessary to perform their job duties and responsibilities.

Authorized personnel shall not:

- Examine documents or computer data containing HIV-related information unless required in the course of performing duties and responsibilities
- Remove from MVHS or copy such documents or computer data unless acting within the scope of assigned duties
- Discuss the content of such documents or computer data with any person unless that person has authorized access and needs to know the information discussed
- Illegally discriminate, abuse or harass any person to whom HIV-related information applies

I agree not to disclose confidential HIV-related information to any person without a specific, written release from the individual per MVHS's HIV Confidentiality Policy and Procedures.

I acknowledge that violation of confidentiality laws and rules may lead to disciplinary action, including suspension or dismissal from employment and criminal prosecution.

Print Name

Signature

Date



Key:
A = True
B = False

New Employee Orientation Review Questions

Instructions: Using these questions please place your answers on the provided answer sheet.

Fill in the circle A for True and the Circle B for false. Please use pencil and completely erase any correction before filling in the proper circle for each question.

1. Courtesy and consideration are important issues in maintaining good customer relations.
2. Confidentiality refers only to patient records and not to other employees or computer data.
3. It is a New York State law that patients be informed of their rights upon admission to inpatient or outpatient services.
4. MVHS must provide an interpreter for any patient who is in need of one for purposes of understanding their rights and making an informed consent to treatment.
5. The Mission of MVHS is MVHS and our flagship, Wynn Hospital, deliver premier healthcare to our region, keeping our patients as the focus of all we do.
6. The Values of MVHS include: Accountability, Respect, Teamwork, Kindness and Safety.
7. The patient experience is defined as the sum of all interactions, shaped by an organization's Culture, that influence patient perceptions across the continuum of care.
8. You should not share or post any information about patients on any social networking sites (Facebook, Instagram, Snapchat, Twitter) even without referring to their name.
9. In general, a person is allowed to participate in cultural and spiritual practices that do not break hospital policy, harm others or greatly interfere with the beneficial course of medical therapy.
10. Proper use of body mechanics can prevent injuries or weakening to specific areas of our body.
11. When lifting an object from the floor, the lifter should always bend their knees and keep their lower back in. Never bend from the waist.
12. Preventing spread of infection is an important part of Infection Control. The single most important step in preventing infections is hand washing.
13. Hand washing is optional if you wear gloves.
14. Examples of Bloodborne Pathogens are Hepatitis B & C and HIV. And the best defense against Transmission is standard precautions.
15. MVHS **does not** place a patient who is infected/colonized with VRE or MRSA on Contact Isolation.
16. If a patient is placed on a contact precaution, there will be a sign outside their room. Do not enter the room unless properly trained.
17. A patient with suspected or known tuberculosis should be placed on airborne precautions.
18. Defective or broken equipment poses a safety hazard to our MVHS family and patients.

Key:
A = True
B = False

19. All medical equipment is labeled with an inspection sticker which will come in a different color each year. It is only clinical engineering's responsibility to ensure that equipment id within the inspection period prior to each use.
20. It is acceptable to use equipment with an expired inspection sticker as long as it works properly.
21. Under New York State Public Health Law, confidential HIV-related information can only be released with a signed authorization.
22. A Code Amber involves a child abduction and can happen in any location throughout MVHS.
23. The Incident Commander is in charge during a disaster.
24. The first thought when you encounter an internal spill or a contaminated patient is to S.I.N. (Safety, Isolate and Notify).
25. Upon encountering a patient that is covered with a powder or liquid and asking for assistance, ask them to have a seat in the waiting room.
26. Adults need to be treated with dignity and respect. Allow choices and independence as much as possible.
27. Personal Protective Equipment (PPE) is protective equipment you need to do your job safely.
28. Individuals seeking emergency medical services will receive medical screening in the ER regardless of ability to pay. This is known as EMTALA.
29. The failure to correctly identify patients continues to result in medication errors, transfusion errors, testing errors, wrong person procedures and the discharge of infants to the wrong families.
30. Visitors seen wandering in the hallways should be stopped and asked if they need assistance.
31. A hostile work environment can be created from unwelcome advances or comments of a sexual nature.
32. If a patient complains to you about another department, you do not need to follow up on it.
33. Saying "it's not my job" is an acceptable behavior at MVHS.
34. Discrimination based on race, sex, religion, national origin, disability, sexual preference or age whether intended or unintended is **prohibited** and may be verbal, physical or visual.
35. MVHS subscribes to an environment of the highest ethical standards which include integrity, honesty, truthfulness and professional behavior. Only Nurses are held to these standards.
36. If you are aware of an issue that you believe violates a standard of the Code of Conduct, you should discuss it immediately with your supervisor or contact the AlertLine.
37. Code Red is for a Fire and you should respond by using the acronym: R.A.C.E. (Rescue, Alarm, Contain, Extinguish)

38. Any episode of violent or aggressive behavior by a member of the MVHS team should be immediately reported to a supervisor.
39. Performance improvement means continuously measuring, assessing and improving the QUALITY of CARE delivered to patients with the ultimate goal of eliminating medical errors and improving patient outcomes.
40. Safety within MVHS is only the responsibility of the managers.
41. Any person/institution that suspects an adult or child is being abused must report their suspicions.
42. Students can care for COVID positive or PUI (Patients Under Investigation) for COVID under the direction of their school.
43. Standard precautions are to be followed during all patient care activities.
44. Nonverbal indicators of pain include grimacing, moaning /groaning and rubbing a body part.
45. Patients & Visitors are more likely to share information if you ask them open-ended questions.
46. Disruptive situations can arise at any time. We can prevent these episodes from becoming crisis situations with proper awareness and effective de-escalation
47. A patient that is a high fall risk will be wearing a fall risk bracelet.
48. An employee exhibiting behavior, conduct or personal or physical characteristics of having used or consumed drugs or of being under the influence of alcohol while on company property or during working hours, shall be prohibited from working, pending the results of a substance test.
49. Transplantable organs in the human body include heart, lungs, pancreas, intestine, kidneys and liver.
50. The No Pass Zone means every team member can answer a call light and address the patients need within their scope and/or job description.

Key:
A = True
B = False