

Yale's Health Expectations Program Privacy FAQ

What is the Health Expectations Program (HEP)?

HEP aims to improve the health of Yale employees by encouraging staff members and their spouses to take advantage of preventive services. HEP was created in collaboration with Yale's unions, which approved the program on behalf of their members. This type of program is becoming more and more popular with both employers and employees. For example, both the State of Connecticut and Aetna have programs similar to HEP.

Why is my health information being analyzed by a third party, HealthMine?

HEP works by making sure that staff members are aware of their health status, including when they are due for preventive care, and by identifying staff members who might benefit from meeting with a health coach. Yale hired HealthMine to do this work because of its expertise and because staff member privacy is better protected if this work is not done by other Yale employees. The responsible staff members in Yale Payroll and Benefits are told whether or not you have met the program's preventive care goals, but they receive no information about any specific goals that you might have missed.

Don't you need my permission to give my health information to HEP?

No. The Affordable Care Act encourages these types of programs, and Yale is permitted to use outside contractors to run them.

How is my health data protected?

Yale has agreements in place with the companies involved in running HEP, which require that they apply the same privacy protections that Yale applies under HIPAA.

Am I giving up my privacy rights by signing up for coaching?

No. The coaching consent form requires that you acknowledge that the information provided to the coach is not covered by HIPAA, but Yale's contract with the coaching company Trestle Tree requires that the company protect your data in the same way Yale does under HIPAA.

Where can I get more information?

More information is available on the Yale Benefits website: <https://your.yale.edu/work-yale/benefits/my-benefits-job-classification/health-expectations-program-hep>