

THE COMPLIANCE GAZETTE

UF Compliance and Ethics Newsletter

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WHAT'S NEW?

Upcoming Training!

It will soon be time to take the biennial compliance training, **"Compliance and Ethics: Doing your part for the Gator Good!"** All UF employees are required to take this training upon hire and every two years thereafter. This year it will be launched in **October**. The course provides an overview of employees' compliance and ethics responsibilities including conflicts of interest, financial stewardship, reporting expectations, and important provisions of the Florida Code of Ethics. Reminder e-mails will be sent out when it is time to take the training.



PRIVACY CORNER

HIPAA & SOCIAL MEDIA!

Over the past several weeks, UF and UF Health have treated numerous COVID-19 patients. Physicians, nurses, and other care team members are understandably enthusiastic and want to share positive outcomes or sincere thoughts about unsuccessful cases with others on social media. As healthcare professionals, we have the responsibility to balance the desire to communicate freely with confidentiality. Before preparing a Facebook post or scripting a tweet, consider the information that you are about to convey. HIPAA's 18th element of PHI includes, "Any other unique identifying number, characteristic, or code." A resident that posts a video of a patient with unusual characteristics, such as hair color or tattoos, wheeled out of the ICU, has violated HIPAA. Another example is an employee taking a selfie in the hospital after receiving a service award. Did the employee check for patients and visitors in the background who could be identified? These examples demonstrate the importance of considering confidentiality before posting on any social media platform. For more information, please refer to the **UF Social Media Policy** or contact the Privacy Office at privacy@ufl.edu.



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COMPLIANCE PARTNERS NEWS

Office of ADA & Title IX Compliance

In May, the U.S. Department of Education released the final regulations governing campus sexual assault under Title IX. The update referred to as the "final rule" addresses the prohibition of sex discrimination at federally-funded institutions. Since the release, the Office of ADA & Title IX Compliance has worked with campus leadership and stakeholders to ensure that the university is compliant by August 14, 2020, the effective date. Notable changes affecting our community are revised training for Title IX staff, hearing officers, and decision-makers, as well as the public posting of these trainings on the Title IX website. Visit us [online](#) to engage with our office and learn more about these new training requirements.

Russell Froman

Assistant Vice President

ADA & Title IX Compliance Partner

Conflict of Interest Program

The University recently adopted a new Policy on Conflicts of Commitment and Conflicts of Interest. The policy establishes standards and requirements to protect the University's financial wellbeing, reputation, and legal obligations, and also provides a system for identifying, reporting, and managing potential conflicts. The University also recently implemented the new UFOLIO system to enhance these efforts, for faculty to disclose certain outside activities and financial interests.

To review the policy and to learn more about the University's disclosure requirements, please visit the [Conflicts of Interest Program website](#).

Brian Power

Associate Director

Conflicts of Interest Program Compliance Partner

Finance & Accounting

UF has developed the Internal Controls and Quality Assurance (ICQA) department within the Finance and Accounting division to perform risk-based reviews. The purpose of an ICQA review is to provide, in a consultative manner, an objective evaluation of internal controls and quality assurance of sponsored projects in the area and alert relevant employees to potential risks. Our mission is to work with process owners across the University to ensure an effective internal control environment.

For more information, please visit [Internal Controls and Quality Assurance](#) or e-mail controller-office@ad.ufl.edu.

Alan West

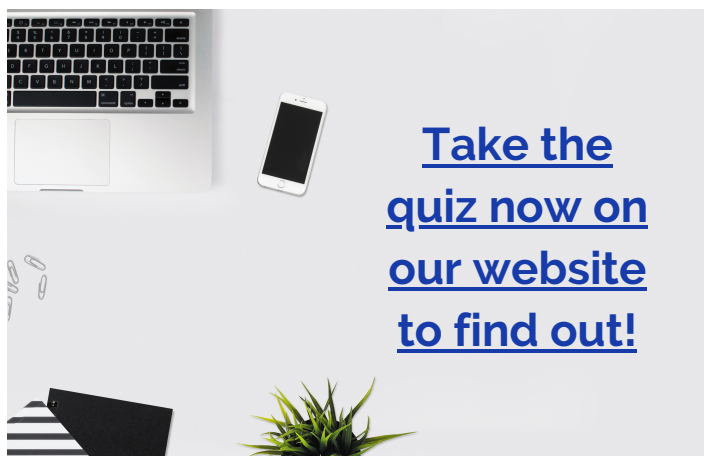
Assistant Vice President & UF Controller

Finance & Accounting Compliance Partner

TEST YOUR KNOWLEDGE

HOW MUCH DO YOU KNOW ABOUT SOCIAL MEDIA?

[Take the quiz now on our website to find out!](#)



Thank you for your attention and all your efforts in ensuring that the University of Florida continues to operate lawfully and ethically. **Compliance is Everyone's Responsibility!**



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