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.
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

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

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

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!