

## IS IT PROTECTED HEALTH INFORMATION (PHI)?

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Individually identifiable health information in the records of health care providers, health insurers and healthcare clearinghouses used for treatment, payment or healthcare operations (in medical records or medical insurance records but not in personnel or student records, for instance) is “Protected Health Information” (PHI) and is regulated by HIPAA.

The following data elements of the individual or of relatives, employers, or household members of the individual, are considered identifiers that make the PHI individually identifiable:

1. Names;
2. All geographic subdivisions smaller than a State, including street address, city, county, precinct, zip code, and their equivalent geocodes, except for the initial three digits of a zip code if, according to the current publicly available data from the Bureau of the Census:
  - a. The geographic unit formed by combining all zip codes with the same three initial digits contains more than 20,000 people; and
  - b. The initial three digits of a zip code for all such geographic units containing 20,000 or fewer people are changed to 000.
3. All elements of dates (except year) for dates directly related to an individual, including birth date, admission date, discharge date, date of death; and all ages over 89 and all elements of dates (including year) indicative of such age, except that such ages and elements may be aggregated into a single category of age 90 or older;
4. Telephone numbers;
5. Fax numbers;
6. Electronic mail addresses;
7. Social security numbers;
8. Medical record numbers;
9. Health plan beneficiary numbers;
10. Account numbers;
11. Certificate/license numbers;
12. Vehicle identifiers and serial numbers, including license plate numbers;
13. Device identifiers and serial numbers;
14. Web Universal Resource Locators (URLs);
15. Internet Protocol (IP) address numbers;
16. Biometric identifiers, including finger and voice prints;
17. Full face photographic images and any comparable images; and
18. Any other unique identifying number, characteristic, or code unless the re-identification key is maintained by the covered entity and is not decipherable or disclosed to the data recipient.

Additional information about PHI and de-identification standards:

<http://www.hhs.gov/ocr/privacy/hipaa/understanding/coveredentities/De-identification/guidance.html>