

**UNIVERSITY OF MAINE SYSTEM  
HIPAA POLICY #39  
REFRAINING FROM INTIMIDATING OR RETALIATORY ACTS**

A Covered Component may not intimidate, threaten, coerce, discriminate against, or take other retaliatory action against:

- A. Any individual for the exercise by the individual of any right under, or for participation by the individual in any process established under HIPAA, including the filing of a complaint.
  
- B. Any individual or other person:
  - i. Filing a complaint with the Secretary of DHHS;
  - ii. Testifying, assisting, or participating in an investigation, compliance review, proceeding or hearing; or
  - iii. Opposing any act or practice made unlawful by HIPAA, provided the individual or person has a good faith belief that the practice opposed is unlawful, and the manner of the opposition is reasonable and does not involve disclosure of PHI in violation of the Privacy Rule.

Revised 02/05/2010