Annual training for clinical faculty includes <a href="HIPAA">HIPAA</a> and <a href="PROFESSIONAL">PROFESSIONAL</a>. Annual training for MSM employees and MMA employees includes <a href="HIPAA">HIPAA</a> and <a href="CORPORATE">CORPORATE</a>. If you have not completed your annual training, <a href="you are in JEOPARDY">you are in JEOPARDY</a>. Disciplinary actions may be recommended by the Chief Compliance and Internal Audit Officer.

## MSM/MMA Code of Conduct states:

## **Training and Education**

All new employees are required to complete Compliance Orientation training within 30 days of hire. This includes a written acknowledgement that the employee understands and agrees to abide by the Code of Conduct. All employees must also complete Compliance refresher training annually.

## **Annual Compliance Training**

The CCIO shall facilitate annual mandatory compliance training, including HIPAA training, for all employees, including Senior Management and Board members. Every employee shall attend at least one such session during each twelve month period. The annual training will address the major laws, regulations and standards of conduct applicable to the operations and practices of MSM and/or MMA.

## **Consequences of Non-Compliance**

Failure to comply with the law could lead to serious consequences for you, your fellow employees and MSM/MMA. These may include termination of employment, prison, personal or corporate fines, exclusion from Medicare and other healthcare programs, loss of credibility with donors, grantors, lending institutions and

accrediting organizations, and loss of respect by colleagues, patients and students.

If you have not yet completed your HIPAA training, take the time to do so now. Remember HIPAA + CORPORATE or HIPAA and PROFESSIONAL ~ according to your employee status.