HEALTH RISK ASSESSMENT, VITALITY CHECK, AND YOUR PRIVACY

The Health Risk Assessment (HRA) and Vitality Check™ (biometric screening) are effective tools the Vitality™ program uses to create a personalized program for you to maintain and/or achieve better health! In addition to reaping the benefits of increased awareness about your current health status, you will also earn up to 1,250 Vitality Bucks® for completing the questionnaire and up to 4,000 Vitality Bucks for having a Vitality Check – redeemable for rewards such as tickets, electronics and vacation packages on the Vitality Mall.

The data collected from the HRA and Vitality Check is used exclusively for the administration of the Vitality program including awarding Vitality Bucks and incentives. The information also helps Vitality create a personalized health and wellness program for you. All aspects including responses, data, and results are kept confidential. We do not sell member specific data. Your information is only shared with Vitality partners who have signed business associated agreements with strict security parameters and where specific information is needed to provide you with care. Outside of this, personal information is never shared.

Your employer will never see a report of the individual personal information you provide. A cumulative report of all of employees will be provided to your employer, but your personal and individual information will not be identified. For example, your employer may receive a report that shows that 54 percent of its employees exercise regularly or 30 percent have high blood pressure, but the report will not include any information about you or your health status specifically.

- The Health Risk Assessment and Vitality Check are designed to help you better understand your potential health risks and how your lifestyle may impact your health. The results also help you identify areas you can focus on to improve your overall health and wellbeing.

- Based on your answers from the HRA and results from the Vitality Check, the Vitality program will calculate your Vitality Age™ and provide you with access to your health results. The information collected also enables the Vitality program to provide you with a personalized program to maintain or improve your health.

- Federal laws safeguard your privacy. Both Saint Louis University and The Vitality Group comply with the Health Information Portability and Accountability Act (HIPAA) and the Genetic Information Nondisclosure Act (GINA). All of Vitality’s partners used to deliver the program are also fully compliant with all HIPAA, GINA, and similar standards.

  — HIPAA establishes regulations for the use and disclosure of Protected Health Information (PHI). PHI is any information held by a covered entity which concerns health status, provision of health care, or payment for health care that can be linked to an individual.

  — GINA prohibits the improper use of genetic information in health insurance and employment.

  — The Vitality Group (provider of the Vitality program) cannot share your personal health data (including information collected from the HRA) with your employer without your prior written permission.

The data collected is stored in Vitality’s secure system. If a social security number or employee identification number is used, it will be stored securely with your data as an identifier. There are numerous systems in place to protect personal information. These include firewalls, identity management systems, active penetration protection system, physical security and a range of policies and procedures that are regularly audited. This is all coordinated toward a common objective – safeguarding your privacy.