

**\*\*\*COLORADO SCHOOL OF MINES NOTICE OF PRIVACY PRACTICES\*\*\***  
**Effective Date: March 19, 2008**

This notice describes how medical information about you may be used and disclosed and how you can get access to this information. Please review it carefully.

Why have you been sent this Notice?

The Colorado School of Mines (CSM) Flexible Benefit Program is required under the Privacy Regulations of the Health Insurance Portability and Accountability Act, 42 U.S.C. § 1320d – 1320d-8, and its implementing regulations, 45 C.F.R. Parts 160 and 164, (HIPAA) to provide all employees eligible to participate in the Program with this notice of privacy practices. This notice concerns the personal, protected health information (PHI) you have provided to the Program and any third party administrators in connection with the flexible spending account provisions of the Program. CSM takes your privacy seriously. Your information will not be used or disclosed without your written authorization, except as described in this