Covenant School of Nursing

Disciplinary Action Summary Assignment

Instructional Module 2

Student Name: Breanne Torres Date: April 3rd, 2024 DAS Assignment # 2

Name of the defendant: Haley Kolb Zinski License number of the defendant: 776565

Date action was taken against the license: 7/23/2020

Type of action taken against the license: Warning with Stipulations and Fine

- *Use the space below to describe the events which led to the action(s) taken against the license. If multiple charges were in play, be sure and cite them, e.g. drug diversion, HIPAA violation, abandonment, forfeiture on student loans, etc.*

  Haley Zinski began the first of her stipulations from January 2019- May 2019 by accessing her own child's medical records on six different occasions without medical necessity or proper authorization. Zinsky later admitted to only accessing the medical records in order to see what the other nurses wrote about her. The second incident happened in April of 2019, Zinsky once again inappropriately accessed a coworkers medical record without reason or authorization. Lastly, during June of 2019 the defendant accessed medical records of two patients without authorization or medical necessity. These three stipulations each violate the Health Insurance Portability and Accountability Act (HIPAA).

- *Use the space below to provide a description of measures you think could have prevented any action being taken against the license and/or would have prevented harm to the patient, if harm occurred.*

  I believe that Zinsky should have known that her actions violated HIPPA by simply following the rules that are always enforced throughout hospitals. HIPPA is not a new or unknown thing and Zinsky took advantage of her RN status to look through medical records of not only her own child, but her coworker and other patients. Hospitals enforce training courses directly dedicated to the importance of following HIPAA guidelines and how to protect yourself and your license. Although Zinsky thought her actions were minimal and harmless, she should have trusted and followed the rules laid out for all healthcare providers regarding HIPAA.

- *Identify ALL universal competencies were violated and explain how.*

  The universal competencies that were violated are Safety and Security, Critical Thinking, Human Caring and Professional Role.

Safety and Security: It is within patients rights to have their medical records only accessed for proper reasons. Zinsky violated this by looking at the records of a coworker and patients without authorization and medical necessity.

Critical Thinking: This universal competency was violated by Nurse Zinsky failing to recall and implement prior training and rules set by the hospital regarding HIPAA.

Human Caring: Once again bringing attention to the patient's right to privacy, Zinsky should have put herself in the position of the other parties as she was accessing their medical records. Medical records more than often hold very personal information and they should not be looked into without proper reasoning.

Professional Role: This was violated by the defendant failing to adhere to the rules set by HIPAAs standards in regards to all healthcare workers. She failed to maintain the privacy of her own child, a coworker and two patients in the hospital she worked at.

- *Use the space below to describe what action you think a prudent nurse would take as the first to person to discover the event described. In other words, you are the one who discovers the patient has been harmed by the nurse or you have discovered the impairment or criminal activity cited in the disciplinary action.*

  If I was the first person to discover the defendant violating HIPPA by accessing the charts of others, I would escalate the information to a charge nurse and nurse manager. I would also inform Zinsky of how she was violating the privacy of others and how HIPPA is set to protect them in instances like this. It would also be important to ensure that Zinsky was guided to the different training courses that are provided to healthcare workers regarding HIPPA.