Compliance
Quick Reference Guide

Federal Regulation and Compliance

The University takes appropriate measures to ensure compliance. Compliance measures can seem overwhelming to managers, but is a necessary part of University business, which include:

- IRS: Internal Revenue Service. Boise State University’s Tax Compliance Department is dedicated to supporting the University’s programs, faculty, staff and students while maintaining compliance with federal and state tax laws.

- FERPA: The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education.

- FLSA: The Fair Labor Standards Act establishes minimum wage, overtime pay, recordkeeping, and youth employment standards affecting employees in the private sector and in Federal, State, and Local governments. Covered non-exempt workers are entitled to a minimum wage of not less than $7.25 per hour effective July 24, 2009. Overtime pay at a rate not less than one and one-half times the regular rate of pay is required after 40 hours of work in a workweek.

- HIPPA: Health Insurance Portability and Accountability Act. HIPPA states that anyone belonging to a group health insurance plan must be allowed to purchase health insurance within an interval of time beginning when the previous coverage is lost. The law protects employees, especially those with long term health conditions, who may be hesitant to leave jobs because they are afraid pre-existing condition clauses will limit coverage of any such conditions under a new insurance plan, from losing health insurance because of a change in employment status. The law also creates standards dealing with the privacy of health information, which helps prevent improper use of one’s medical record.

- OSHA: Occupational Safety and Health Administration (OSHA). The mission of OSHA is to help employers and employees reduce on the job injuries, illnesses, and deaths. OSHA enforces regulations, assists with outreach and training to employers and employees, and cooperates with partnerships and alliances though voluntary programs.

- Granting Agencies: Grant agencies provide a great deal of funding to the University and are an important part of how the University functions. Grant agencies provide funding to the University under certain conditions and expect a fair amount of oversight in terms of how funds are allocated.