

## UW Medicine Well-Being Survey Privacy Statement

May 2026

Our current practices to protect your personal information include, but are not limited to, the following:

SullivanLuallin Group will conduct the survey through ServiceSTAT, a proprietary online survey administration, database and reporting tool. The ServiceSTAT survey tool is a cloud-based tool for creating and administering online surveys. The database will be stored using the resources of Microsoft's Azure on a password-protected, encrypted computer system that has limited access and is in a locked office in a controlled facility.

Your personally identifiable data associated with the UW Medicine Well-Being Survey would be accessible only to limited personnel appointed to manage the data and the IT personnel who maintain the data.

UW Medicine will adhere to the laws and policies in place to protect the confidentiality of your personal information. **Your personal information will NOT be shared directly with UW Medicine**, but your information will become part of a database that is reported in aggregate. Identifiable data will not be released without Human Subject Institutional Review Board approval for the expressed intent of improving the employee experience through specific data analysis. Data released for any approved purpose will first be de-identified by removing any personal identifying information including combinations of demographic, department, or academic rank information that are unique to any group of fewer than five individuals.

### *Categories of Personal Information*

The online surveys identify you by your e-mail address, which will be used to confidentially link your responses across time. The surveys collect information regarding the following: age, gender, department/specialty, training status, academic rank, race/ethnicity, practice environment, experience at work, work related stress and burnout, and workload.

A number of safeguards to protect the security and confidentiality of your data are in place.

### *How We Use Your Information*

Your information will be used primarily for the purpose of helping UW Medicine take data-driven actions to improve our practice, learning, and research environments to improve the work we do, quality of care we provide, as well as our own health and professional fulfillment.

Data collected from the online UW Medicine Well-Being Survey will be used for the following purposes, as permitted or required by law, including:

1. to improve quality of learning, research, care and teamwork across UW Medicine
2. to provide norms against which sub-groups can be compared



3. to suggest recommendations for future health promotion programming and benefits within UW Medicine
4. to identify the work/life well-being and risks of different professional groups and compare these risks and well-being variables with national data
5. to apply for, and/or justify, funding for programs that will help promote well-being among UW Medicine employees and families that participate in those programs
6. to investigate the relationship among variables of professionals' work/life well-being, work and practice characteristics, lifestyle behaviors, knowledge, attitudes, mental and physical well-being

When used for these purposes (1 through 6 above), your survey data will be combined with the data of other respondents, as well as data collected from other sources, and subjected to aggregate data analysis and reporting to groups and individuals within UW Medicine. No personally identifying information will be included in such reports.

By completing our survey, you agree that your data may be gathered and stored in our database and used for the purposes identified in this statement.

