

PRIVACY IMPACT ASSESSMENT (PIA)

PRESCRIBING AUTHORITY: DoD Instruction 5400.16, "DoD Privacy Impact Assessment (PIA) Guidance". Complete this form for Department of Defense (DoD) information systems or electronic collections of information (referred to as an "electronic collection" for the purpose of this form) that collect, maintain, use, and/or disseminate personally identifiable information (PII) about members of the public, Federal employees, contractors, or foreign nationals employed at U.S. military facilities internationally. In the case where no PII is collected, the PIA will serve as a conclusive determination that privacy requirements do not apply to system.

1. DOD INFORMATION SYSTEM/ELECTRONIC COLLECTION NAME:

Defense Occupational and Environmental Health Readiness System - Hearing Conservation (DOEHRS-HC)

2. DOD COMPONENT NAME:

Defense Health Agency

3. PIA APPROVAL DATE:

02/16/2026

Program Executive Office (PEO) Medical Systems (J6)

SECTION 1: PII DESCRIPTION SUMMARY (FOR PUBLIC RELEASE)

a. The PII is: (Check one. Note: Federal contractors, military family members, and foreign nationals are included in general public.)

- From members of the general public From Federal employees
- from both members of the general public and Federal employees Not Collected (if checked proceed to Section 4)

b. The PII is in a: (Check one.)

- New DoD Information System New Electronic Collection
- Existing DoD Information System Existing Electronic Collection
- Significantly Modified DoD Information System

c. Describe the purpose of this DoD information system or electronic collection and describe the types of personal information about individuals collected in the system.

The Defense Occupational and Environmental Health Readiness System - Hearing Conservation (DOEHRS-HC) is a key enabling technology within the DoD Force Readiness and Health Assurance community, providing Hearing Conservation professionals with the ability to measure hearing capabilities for each ear independently, conduct baseline, annual, pre- and post-deployment audiometric testing, and accurately determine whether significant hearing loss exists or if decreases in hearing have occurred. Audiometric data collected by DOEHRS-HC is instrumental to the implementation of hearing conservation measures focused on noise hazard identification, risk mitigation, risk communication, effective communication, medical surveillance, and situational awareness. DOEHRS-HC audiometric data is leveraged to aide medical treatment, disability determinations, claims adjudication, and collaborative HCP initiatives across government agencies.

Personally Identifiable Information (PII) collected includes personal descriptors, medical information, security information, social security number, and duty status information for military personnel (Active Duty, Reserve, National Guard) and supporting civilian staff.

DOEHRS-HC is owned and managed by DHA, DADIO (J6), Solution Delivery Division, Clinical Support Program Management Office.

d. Why is the PII collected and/or what is the intended use of the PII? (e.g., verification, identification, authentication, data matching, mission-related use, administrative use)

PII is collected to verify a patient's identity when sitting for occupational hearing tests, to aide medical treatment, disability determinations, claims adjudication, and collaborative HCP initiatives across government agencies.

e. Do individuals have the opportunity to object to the collection of their PII? Yes No

(1) If "Yes," describe the method by which individuals can object to the collection of PII.

(2) If "No," state the reason why individuals cannot object to the collection of PII.

Individuals have the opportunity to object to the collection of their PII, either verbally or in writing, based on local facility procedures where the data is collected and maintained. If an individual declines to provide their information, no penalty may be imposed; however, failure to do so may result in removal from duty and/or administrative delays.

f. Do individuals have the opportunity to consent to the specific uses of their PII? Yes No

(1) If "Yes," describe the method by which individuals can give or withhold their consent.

(2) If "No," state the reason why individuals cannot give or withhold their consent.

Individuals have the opportunity to consent to specific uses of their PII, either verbally or in writing, based on local facility procedures where the data is collected and maintained. If an individual chooses not to provide their information no penalty may be imposed; however, failure to provide the requested information may result in removal from their duties and/or administrative delays.

g. When an individual is asked to provide PII, a Privacy Act Statement (PAS) and/or a Privacy Advisory must be provided. (Check as appropriate and provide the actual wording.)

- Privacy Act Statement Privacy Advisory Not Applicable

AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 136, Under Secretary of Defense for Personnel and Readiness; Public Law 104-191, Health Insurance Portability and Accountability Act of 1996; 10 USC Ch. 55, Medical and Dental Care; 10 USC 1074f, Medical Tracking System for Members Deployed Overseas; 42 USC 290dd-2, Confidentiality Of Records; 42 USC Ch 117, Sections 11131-11152, Reporting of Information; 45 CFR 164, Security and Privacy; DoD Directive 6490.02E, Comprehensive Health Surveillance; DoDI 6015.23, Foreign Military Personnel Care and Uniform Business Offices in Military Treatment Facilities (MTFS); DoDI 6055.12, Hearing Conservation Program; DoDI 6490.03, Deployment Health; DoD Manual 6025.18, Implementation of the Health Insurance Portability and Accountability Act (HIPAA) Privacy Rule in DoD Health Care Programs, and EO 9397 (SSN), as amended.

PURPOSE: Defense Occupational and Environment Health Readiness System – Hearing Conservation (“DOEHRs-HC”) collects your hearing related information to evaluate your hearing ability, to determine decreases, if any, and to prevent hearing loss. It supports DoD’s Hearing Conservation Program management efforts and other applicable hearing readiness programs.

ROUTINE USES: These records may specifically be disclosed outside the DoD as a routine use pursuant to 5 USC § 552a(b)(3) to contractors and others performing or working for the Federal Government when necessary to accomplish an agency function related to this System of Records; to the Department of Health and Human Services (HHS), other federal agencies, and academic institutions for the purposes of public health activities and conducting research; to the Department of Veteran’s Affairs (VA) for the purpose of providing medical care, to determine the eligibility for benefits, to coordinate cost sharing activities, and facilitate collaborative research activities between the DoD and VA; to the National Research Council and other similar institutions for authorized health research; to local and state government and agencies for compliance with local laws and regulations governing public health and welfare programs; and, among others, to federal offices and agencies involved in the documentation and review of defense occupational and environment exposure data. For a complete listing of the Routine Uses for this system, refer to the applicable SORN hyperlinked below.

Protected health information (PHI) in your records may be used and disclosed generally as permitted by the HIPAA Rules, as implemented within DoD. Permitted uses and disclosures of PHI include, but are not limited to, treatment, payment, and healthcare operations.

DISCLOSURE: Voluntary. If you choose not to provide the requested information, there may be an administrative delay; however, no penalty may be imposed.

APPLICABLE SORN: EDHA 07, Military Health Information System (June 15, 2020; 85 FR 36190) <https://dpcl.d.defense.gov/Portals/49/Documents/Privacy/SORNs/DHA/EDHA-07.pdf>

h. With whom will the PII be shared through data/system exchange, both within your DoD Component and outside your Component? (Check all that apply)

- | | | |
|---|----------|---|
| <input checked="" type="checkbox"/> Within the DoD Component | Specify. | DoD Hearing Center of Excellence (HCE) |
| <input checked="" type="checkbox"/> Other DoD Components (i.e. Army, Navy, Air Force) | Specify. | Defense Manpower Data Center (DMDC); Army Public Health Center (APHC); Air Force Public Health Center (AFPHC); Navy & Marine Corps Public Health Center (NMCPHC) |
| <input checked="" type="checkbox"/> Other Federal Agencies (i.e. Veteran’s Affairs, Energy, State) | Specify. | Department of Veterans Affairs (VA) (via HCE) |
| <input type="checkbox"/> State and Local Agencies | Specify. | |
| <input checked="" type="checkbox"/> Contractor (Name of contractor and describe the language in the contract that safeguards PII. Include whether FAR privacy clauses, i.e., 52.224-1, Privacy Act Notification, 52.224-2, Privacy Act, and FAR 39.105 are included in the contract.) | Specify. | Contractor: American Systems and Concept Plus, LLC. Contractual language that safeguards PII and/or PHI includes: "The Contractor shall comply with DoD Directive 8500.1, Information Assurance (IA), DoDI 8500.2, Information Assurance (IA) Implementation, DoD Directive 5400.11, DoD Privacy Program; DoD Manual 6025.18, Implementation of HIPAA Privacy Rule in DoD Health Care Programs; DoD 5200.2-R, Personnel Security Program Requirements; DHA PGI 224.1-90, Attachment 2: PII, PHI, and Federal Information Requirements." |
| <input type="checkbox"/> Other (e.g., commercial providers, colleges). | Specify. | |

i. Source of the PII collected is: (Check all that apply and list all information systems if applicable)

- Individuals Databases
 Existing DoD Information Systems Commercial Systems

Other Federal Information Systems

Existing DoD Information Systems: Defense Enrollment Eligibility Reporting System (DEERS)

j. How will the information be collected? (Check all that apply and list all Official Form Numbers if applicable)

- | | |
|---|---|
| <input type="checkbox"/> E-mail | <input checked="" type="checkbox"/> Official Form (Enter Form Number(s) in the box below) |
| <input checked="" type="checkbox"/> In-Person Contact | <input type="checkbox"/> Paper |
| <input type="checkbox"/> Fax | <input type="checkbox"/> Telephone Interview |
| <input checked="" type="checkbox"/> Information Sharing - System to System | <input checked="" type="checkbox"/> Website/E-Form |
| <input type="checkbox"/> Other (If Other, enter the information in the box below) | |

Website - https://doehrswww.csd.disa.mil/doehrsdr/pub/AccountRequest_input.action.
System to System - Defense Enrollment Eligibility Reporting System (DEERS).
Official Forms - DD 2215 and DD 2216.

k. Does this DoD Information system or electronic collection require a Privacy Act System of Records Notice (SORN)?

A Privacy Act SORN is required if the information system or electronic collection contains information about U.S. citizens or lawful permanent U.S. residents that is retrieved by name or other unique identifier. PIA and Privacy Act SORN information must be consistent.

Yes No

If "Yes," enter SORN System Identifier

SORN Identifier, not the Federal Register (FR) Citation. Consult the DoD Component Privacy Office for additional information or <http://dpcl.dod.mil/Privacy/SORNs/>
or

If a SORN has not yet been published in the Federal Register, enter date of submission for approval to Defense Privacy, Civil Liberties, and Transparency Division (DPCLTD). Consult the DoD Component Privacy Office for this date.

If "No," explain why the SORN is not required in accordance with DoD Regulation 5400.11-R: Department of Defense Privacy Program.

l. What is the National Archives and Records Administration (NARA) approved, pending or general records schedule (GRS) disposition authority for the system or for the records maintained in the system?

(1) NARA Job Number or General Records Schedule Authority.

Mission Records: DAA-0330-2013-0004-0001

Other Schedules:

- System Access Records: GRS 3.2, item 030 (DAA-GRS-2013-0006-0003),
- Data Administration and Documentation: GRS 3.1, item 051 (DAA-GRS-2013-0005-0003)

(2) If pending, provide the date the SF-115 was submitted to NARA.

(3) Retention Instructions.

Mission Records:
FILE NUMBER: 911-22
FILE TITLE: Defense Occupational and Environmental Health Readiness System – Hearing Conservation (DOEHRS-HC) Master File
DISPOSITION: Temporary. Cut off annually. Destroy 30 years after the separation/retirement of the service member of termination/retirement civilian personnel.

Other Schedules:
FILE NUMBER: 1601-02
FILE TITLE: System Access Records - Systems not requiring Special Accountability for Access
DISPOSITION: Temporary. Cut off and destroy when business use ceases.
FILE NUMBER: 1601-12
FILE TITLE: Data Administration and Documentation - Temporary Systems

DISPOSITION: Temporary. Cut off after the project/activity/transaction is completed or superseded, or the associated system is terminated, or the associated data is migrated to a successor system. Destroy 5 years after cutoff.

m. What is the authority to collect information? A Federal law or Executive Order must authorize the collection and maintenance of a system of records. For PII not collected or maintained in a system of records, the collection or maintenance of the PII must be necessary to discharge the requirements of a statute or Executive Order.

- (1) If this system has a Privacy Act SORN, the authorities in this PIA and the existing Privacy Act SORN should be similar.
- (2) If a SORN does not apply, cite the authority for this DoD information system or electronic collection to collect, use, maintain and/or disseminate PII. (If multiple authorities are cited, provide all that apply).
 - (a) Cite the specific provisions of the statute and/or EO that authorizes the operation of the system and the collection of PII.
 - (b) If direct statutory authority or an Executive Order does not exist, indirect statutory authority may be cited if the authority requires the operation or administration of a program, the execution of which will require the collection and maintenance of a system of records.
 - (c) If direct or indirect authority does not exist, DoD Components can use their general statutory grants of authority ("internal housekeeping") as the primary authority. The requirement, directive, or instruction implementing the statute within the DoD Component must be identified.

5 USC 301, Departmental Regulations; 10 USC 136, Under Secretary of Defense for Personnel and Readiness; 10 USC, Ch 55, Medical and Dental Care; 10 USC 1074f, Medical Tracking System for Members Deployed Overseas; 10 USC 1097a, TRICARE Prime: Automatic Enrollments; Payment Options; 1097b, TRICARE Prime and TRICARE Program: Financial Management; 10 USC 1079, Contracts for Medical Care for Spouses and Children: Plans; 10 USC 1086, Contracts for Health Benefits for Certain Members, Former Members, and Their Dependents; 10 USC 1095, Health Care Services Incurred on behalf of Covered Beneficiaries: Collection From Third-party Payers; 42 USC 290dd, Substance Abuse Among Government and Other Employees; 42 USC 290dd-2, Confidentiality Of Records; 42 USC Ch. 117, Sections 11131-11152, Reporting of Information; 45 CFR 164, Security and Privacy; Public Law 104-191, Health Insurance Portability and Accountability Act of 1996; DoD Directive 6490.02E, Comprehensive Health Surveillance; DoD Instruction 6015.23, Foreign Military Personnel Care and Uniform Business Offices in Military Treatment Facilities (MTFS); DoD Instruction 6055.12, Hearing Conservation Program; DoD Instruction 6490.03, Deployment Health; DoD Manual 6025.18, Implementation of the Health Insurance Portability and Accountability Act (HIPAA) Privacy Rule in DoD Health Care Programs, and E.O. 9397 (SSN), as amended.

n. Does this DoD information system or electronic collection have an active and approved Office of Management and Budget (OMB) Control Number?

Contact the Component Information Management Control Officer or DoD Clearance Officer for this information. This number indicates OMB approval to collect data from 10 or more members of the public in a 12-month period regardless of form or format.

Yes No Pending

- (1) If "Yes," list all applicable OMB Control Numbers, collection titles, and expiration dates.
- (2) If "No," explain why OMB approval is not required in accordance with DoD Manual 8910.01, Volume 2, "DoD Information Collections Manual: Procedures for DoD Public Information Collections."
- (3) If "Pending," provide the date for the 60 and/or 30 day notice and the Federal Register citation.

DOEHRS-HC does not routinely collect PII information from members of the general public. DOEHRS-HC collects, maintains, compares, and reports deployment and hearing conservation program data. Public collection, such as from spouses and dependents of members of the Armed Forces and DoD-affiliated personnel, could be included if such spouse or dependent is in the area of a perceived or actual auditory event. These situations are rare and not subject to the Paperwork Reduction Act.