

MEMORANDUM



DATE: January 1, 2021
TO: All California Employees
FROM: Human Resources
RE: California State Laws Regarding Kobe Bryant Privacy Law, Assembly Bill No. 2655

The intent of this memo is to notify employees about the new Kobe Bryant Privacy Law, AB 2655, that was recently signed into law by Governor Newsom.

The new law makes it a criminal misdemeanor for any first responder who responds to the scene of an accident or crime to capture the photographic image of a deceased person by any means, including but not limited to by use of a personal electronic device or a device belonging to their employing agency, for any purpose other than an official law enforcement purpose or a genuine public interest. This offense is punishable by a fine not exceeding one thousand dollars (\$1,000) per violation.

This law defines a “first responder” as a state or local peace officer, firefighter, paramedic, emergency medical technician, rescue service personnel, emergency manager, coroner, or employee of a coroner. The new law also allows law enforcement to obtain a search warrant to seize a first responder’s personal electronic devices that may contain evidence that a violation of the new law has occurred.

A violation of this law could also subject employees to discipline by their Local EMS Agency or the State EMS Authority, which could result in having their license suspended or revoked, and also to discipline by the company up to and including discharge.

Please also be reminded of the Company’s Photographic Equipment policy:

- The use of any photographic device, still or video cameras to copy confidential or proprietary information, or to photograph or video other individuals, events, incidents, or areas in the workplace without express prior authorization from an appropriate Company leader, is strictly prohibited and may be in violation of HIPAA regulations. Under Section 164.502(a)(1) of HIPAA regulations, a covered entity may not use or disclose protected health information except when required by law, to the individual, or for purposes of treatment, payment or health care operations. HIPAA Policy 102(a) through 102(l) states the Company’s policy and procedures regarding the use and disclosure of protected health information in accordance with federal HIPAA regulations.
- The workplace includes but is not limited to hospitals, client sites, or any other areas where an employee is engaged in work-related duties.

If you have any questions regarding the new Kobe Bryant Privacy Law or GMR’s Photographic Equipment policy, please contact Human Resources or your direct leader.

Sincerely, Human Resources