

UNIVERSITY OF ROCHESTER MEDICAL CENTER	UNIVERSITY OF ROCHESTER MEDICAL CENTER POLICY	Compliance Committee
	SECTION Compliance	March 2002
	Non-Retaliation Policy	PAGE: 1 of 1

PURPOSE:

To establish a non-retaliation policy to protect employees who, in good faith, report violations of law, regulations, policies, the URMCM Code of Conduct, or any compliance issue.

POLICY:

URMCM employees who, in good faith, report suspected violations of law, regulation, policy or the URMCM Code of Conduct will not be subjected to retaliation, retribution or harassment. No URMCM employee is permitted to engage in retaliation, retribution or any form of harassment against another employee for reporting a compliance-related concern. Any person who conducts or condones retribution, retaliation or harassment in any way will be subject to discipline, up to and including termination.

PROCEDURE:

1. All URMCM employees have an affirmative duty to promptly report actual or potential wrongdoing, including an actual or potential violation of law, regulation, policy or the URMCM Code of Conduct.
2. The confidentiality of employee concerns and problems will be respected and protected at all times, insofar as legal and practical, informing only those personnel who have a need to know.
3. URMCM management will maintain an open-door policy for employees to report problems and concerns; and assure staff that the organization encourages the reporting of problems without fear of retaliation or retribution.
4. The URMCM Integrity Hotline is designed to permit employees to call, anonymously or in confidence, to report problems or concerns. (See Hotline Policy)