

**NOYES HEALTH  
ADMINISTRATION POLICY/PROCEDURE**

**SUBJECT: NON-RETALIATION FOR REPORTING  
POTENTIAL VIOLATIONS RELATED TO COMPLIANCE**

**POLICY: CC-11**

**EFFECTIVE DATE: July, 2014  
TJC REF: None**

**ISSUED BY: Administration  
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Noyes Health is committed to compliance with all laws and regulations that govern health care and to foster an environment in which all employees, stakeholders, and others feel free to report possible instances of non-compliance. Accordingly, Noyes Health adopts the following policy to protect employees, stakeholders, and others from intimidation, threats, coercion, discrimination, and other retaliatory action.

Any employee or medical staff appointee of Noyes Health who has knowledge of activities that he or she believes may violate policies, laws, or regulations has an obligation to promptly report such activities with full confidence that they will not be subject to any form of retaliation or retribution from Noyes Health or its representatives as a result of making a good faith report of a violation or suspected violation.

Any harassment, retaliation, or retribution experienced shall be reported to the Compliance Officer, or President/Chief Executive Officer for immediate investigation and corrective action. Any employee who violates this non-retaliation policy is subject to discipline, up to and including immediate termination of employment.

- A. Employees who witness or become aware of misconduct or violations of policy, law, or regulation are responsible to report this information to their supervisor, the Compliance Officer, or President/Chief Executive Officer.
- B. Potential violations of Noyes Health's policies, procedures, laws, or regulations may be reported by phone, e-mail, mail, or face-to-face.
- C. Employees may also call the Compliance Hotline at 1-585-335-4330 or the Compliance Officer at Extension 4305 to anonymously report violations.

Originated: 9/07

Revised: 7/10, 8/11, 6/12, 7/14

POL:CORPCOMPL

Committee Approval: Corporate Compliance Committee - 8/20/2014

Distribution: Original - Administration; Copy - Via Meditech/Intranet

Signature: \_\_\_\_\_

*Amy Pollard*

Date: \_\_\_\_\_

*8/20/14*