

# COMPLIANCE *pulse*

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## WELCOME TO THE JULY EDITION OF THE VUMC COMPLIANCE PULSE

Every other month, the Office of Compliance & Corporate Integrity (OCCI) uses this platform to update you on important compliance topics and announcements.

This month, we want to highlight and review our VUMC Code of Conduct and recent improvements to make it more helpful to you.

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### The VUMC Code of Conduct

VUMC's Code of Conduct is our guiding document that outlines our values, principles, and behavior expected from everyone who works here. Everyone here must adhere to our Code of Conduct. It can't list every possible situation you might face, but its principles and VUMCs' Credo behavior can help you do the right thing.

Our Code of Conduct covers a wide range of topics to ensure our commitment to compliance and business ethics. The VUMC Code of Conduct can be reviewed on the [OCCI website](#) or in [PolicyTech](#). In summary, all Vanderbilt Health employees promise to:

- Follow all laws, regulations, and Vanderbilt health policies.
  - Uphold the principles of diversity, equality, respect, and safety.
  - Avoid and disclose conflicts of interest according to policy.
  - Report violations of the Code of Conduct.
  - Refrain from retaliation.
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### Key Changes for FY24

Starting in this fiscal year, VUMC added several new sections to help you navigate our complex environment. These additions include:

- **How to Report Concerns:** You are encouraged to bring forward concerns about VUMC practices or your work here. Workforce members may discuss these concerns with your

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supervisor or department head. Anyone may contact the VUMC Compliance Office at (615) 343-7266 or by email at [compliance.office@vumc.org](mailto:compliance.office@vumc.org).

- **Human Rights:** VUMC never condones or participates in any form of human trafficking or forced labor. Healthcare workers are often first to recognize victims of human trafficking. Everyone at VUMC remains vigilant for signs of potential human trafficking in our clinics, emergency departments, research conducted in foreign countries, or wherever we interact with patients. Contact the Vanderbilt University Police Department if you suspect a patient is being trafficked or is a victim of forced labor.
- **Workplace Safety:** VUMC does not condone violence, threatening behavior, or harassment in any form. VUMC is a place of healing. Everyone here must be and will be treated with respect. VUMC is committed to providing a safe environment to work and seek care. We will not tolerate any acts of violence or threats against any member of the VUMC Community.
- **Leader and Manager Responsibilities:** VUMC senior leaders and supervisors have a special responsibility as daily ethical examples. Leaders and managers must exemplify the VUMC Credo each and every day. Leaders also take full responsibility for ensuring their clinicians, caregivers, staff members, and other are aware of and abide by this Code of Conduct. Leaders must make good faith attempts to investigate and resolve any concerns involving their area. Where needed, leaders should consult with internal subject experts or with the Compliance Office.

## Additional Resources

Our goal for the VUMC Code of Conduct is to clearly outline expectations, promote ethical decision-making, and provide a strong framework for identifying and addressing potential compliance issues. If you have any questions, please contact the Compliance Office as [compliance.office@vumc.org](mailto:compliance.office@vumc.org) or visit the [OCCI website](#).