

# Integrity in Action

## Holding Our Standards High

# Ethics & Integrity Begin with You

- You deserve to be in a positive and productive environment
- You are one of VUMC's most valuable assets
- Make integrity a priority in everything you do

# To Whom Does This Presentation Apply?

- Community Physicians
- Contractors
- Patients
- Staff
- Vendors
- Visitors
- Volunteers
- All affiliated agents

# Why Should You Get Involved?

- Protect VUMC's employees, students, and patients
- Unethical, illegal, or unsafe activity can result in serious consequences
  - Fines
  - Lawsuits
- Maintain VUMC's excellent reputation
- Increased safety and security
- Set a good example for others to follow

# How to Put Integrity in Action

- Think before you act
- Ask yourself:
  - Does this violate VUMC's Code of Conduct?
  - Could it cause you, co-workers, the public, our organization, or affiliate organizations loss or harm?
  - Would you feel uncomfortable if everyone knew what you did?
  - Is it illegal?

# Did You Answer Yes to Any of Those Questions?

- Or do you know someone who behaved or acted in an unethical manner which would violate these conditions?
- If so, the action *may* be wrong
- If unsure, as your immediate supervisor
- Or call the VUMC Integrity Line at  
**1.866.783.2287**

# Examples of Activities to Report

- Fraud, waste, or abuse of resources
- Misuse of grant money
- Research misconduct
- Theft / embezzlement
- Conflicts of Interest
- Procurement fraud
- Protection of minors
- Threats to personal safety
- Threats to workplace safety
- Discrimination
- Harassment
  - Including Sexual Harassment or misconduct
- Employee misconduct
- HIPAA / Privacy violations

# Whistleblower Protection

## False Claims Act and Whistleblower Protection

- You are protected against retaliation
- VUMC prohibits retaliation against those who report unethical behavior in good faith (even if the report turns out not to be correct)

# Retaliation

Includes, but is not limited to:

- Discharge
- Demotion
- Suspension
- Harassment
- Denial of promotion

If you feel you have been subjected in any way,  
report it.

# How to Report

If you are not comfortable speaking with your supervisor or manager, you have other options:

*Office of Compliance & Corporate Integrity*

Phone: 615.343.7266

Email: [compliance.office@vumc.org](mailto:compliance.office@vumc.org)

*To report anonymously:*

Call the VUMC Integrity Line: **1.866.783.2287**

Or submit a report online: [www.vumc.org/integrityline](http://www.vumc.org/integrityline)