

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

To report anonymously:

Call the VUMC Integrity Line: **1.866.783.2287**

Or submit a report online: www.vumc.org/integrityline