Revised June 2026

CODE OF CONDUCT

VANDERBILT HEALTH
2026

Vanderbilt Health
Code of Conduct

Revised June 2026

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PURPOSE AND CREDO VALUES

Living Our Credo Values

We are committed to the highest standards of ethics in everything we do.

At Vanderbilt Health, we live our Credo every day. We serve our patients and their families with kindness and respect. We personalize our care to meet each patient's needs. We act with honesty and integrity in education, research, patient care, and public service. We developed this Code of Conduct to reflect those core Credo values.

This Code of Conduct applies to everyone who works for Vanderbilt Health or at any Vanderbilt Health location. This includes our Board members, officers, clinicians, staff, non-employed providers who practice here, delegated entities, contractors, vendors, and volunteers.

No Code of Conduct can cover every situation you may encounter. However, these principles can guide you in making ethical decisions each day. Following this Code of Conduct protects you, your co-workers, and the entire Vanderbilt Health community.

Professional Conduct

We always act professionally whenever and wherever we represent Vanderbilt Health.

The essential trust that our communities place in us depends on us conducting ourselves professionally and living up to our Credo. Whenever representing Vanderbilt Health or just in our daily jobs, we never act in ways that could reflect negatively on Vanderbilt Health's reputation.
This includes taking part in activities that could reasonably be viewed as unprofessional, inconsistent with Vanderbilt Heath's Credo values, or illegal. This also includes asking a co-worker or trainees to participate in such activities.

You will see examples of inappropriate activities throughout this Code of Conduct. Examples include accepting improper gifts from vendors and offering to pay for patient referrals. But there are many other types of inappropriate activities that you must take care to avoid.

Compliance with Vanderbilt Health Policies and the Law

We follow our policies and all legal requirements.

Vanderbilt Health's Compliance Policies guide your daily work and explain our ethical expectations. We also maintain many other policies and procedures that help us deliver our world-class services. All Vanderbilt Health policies are available to you 24/7 via PowerPolicy. In addition to our policies, everyone at Vanderbilt Health follows all applicable laws, rules, regulations, and grant terms. You must make yourself aware of all requirements applicable to your work here.

CREDO

We provide excellence in healthcare, research and education.
We treat others as we wish to be treated.
We continuously evaluate and improve our performance.

CREDO BEHAVIORS

I make those I serve my highest priority.

I respect privacy and confidentiality.

I communicate effectively.

I conduct myself professionally.

I have a sense of ownership.

I am committed to my colleagues.

it's who we are

VANDERBILT UNIVERSITY
MEDICAL CENTER

Vanderbilt Health
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Revised June 2026

Welcoming Spirit and Non-Discrimination

Vanderbilt Health complies with all fair labor practices and employment laws.
Vanderbilt Health wants all employees to have a great experience here. We strive to create a safe and collaborative work environment. We follow all applicable employment laws and regulations applicable to our clinical, academic, and research missions. You must be aware of and follow our Human Resources policies.

We treat each other, our patients, and the communities we serve with dignity and respect.
Everyone is welcome at Vanderbilt Health, but not all behaviors are. Vanderbilt Health, or anyone working on our behalf, does not discriminate against individuals in any activity, including provision of patient care, participation in research, or employment. We prohibit harassment or contributing to any type of harassment. We do not tolerate acts of retaliation, intimidation, or bullying.

No one at Vanderbilt Health may ever engage in discrimination or harassment based on:

- race,
- color,
- sex,
- religion,
- national or ethnic origin,
- age,
- disability,
- sexual orientation,
- gender identity or gender expression,
- military service,
- pregnancy,
- genetic information, or
- any other class protected by law.

You must report any potential discrimination or harassment that you experience or witness to Human Resources or to the Compliance Office.

Leader and Manager Responsibilities

Vanderbilt Health leaders have a special responsibility for strong business ethics.
Our leaders and supervisors always exemplify the Vanderbilt Health Credo. Vanderbilt Health leaders always:

- Maintain positive and ethical work environments.
- Ensure everyone in their areas follows Vanderbilt Health policies and this Code of Conduct.
- Listen to potential concerns about their area and address the concerns in good faith.
- Ask for help when needed from Vanderbilt Health experts or the Compliance Office.

Vendors and Contractors

Our ethical expectations apply to everyone doing business with Vanderbilt Health. Our vendors follow this Code of Conduct when engaging with anyone at Vanderbilt Health. Failure to acknowledge or abide by Vanderbilt Health policies can result in disciplinary action against that vendor representative.

Report any potentially inappropriate vendor activity using the Veritas system or to the Compliance Office.

Excluded and Sanctioned Parties

We do not employ or engage in healthcare services with excluded parties.
Vanderbilt Health does not hire or do business with individuals or companies that are excluded from participating in government healthcare programs. Vanderbilt Health screens regularly to search for potential exclusions. Immediately report any potential government exclusion action against you to Human Resources or the Compliance Office.

We do not employ or do business with anyone on security sanction watchlists such as the U.S. Office of Foreign Asset Control (OFAC) and the Specially Designated Nationals List (SDN).

SPEAKING UP AND REPORTING CONCERNS

How to Report Patient Care Incidents

We investigate all potential care incidents and make any necessary improvements.
Veritas is Vanderbilt Health's patient care incident reporting system. You should use Veritas to report adverse events such as accidents, medical errors, perceived safety hazards, or any other potential patient incident. You can access Veritas on our clinical workstations or from the Vanderbilt Health Hub. You can make a Veritas report anonymously.

How to Report a Compliance Concern

We provide several ways to report a potential concern or just to ask about VUMC policies.

- Speak with your supervisor or department head.
- Contact the Vanderbilt Health experts who help oversee that area. The back page of this Code of Conduct provides detailed contact information for key expert teams.
- Contact the Compliance Office at (615) 343-7266 or by email at compliance.office@vumc.org. Never report an emergency to the Compliance Office without first following Vanderbilt Health procedures or, if appropriate, by calling 911.
- Visit the Integrity Line website or call toll-free at (866) 783-2287. The Integrity Line is available 24 hours a day, 7 days a week. You do not have to leave your name. A qualified case manager investigates each concern, and we track each investigation to completion. If you report anonymously, please check back in on your case number periodically. The case manager frequently has important follow-up questions to help investigate the concern.

Some concerns are complex and require more time to investigate fairly. We protect confidentiality in our investigations whenever possible.

Learn more about the Compliance Office at https://www.vumc.org/compliance/home.

Protection from Retaliation

We protect those who raise concerns.
No one at Vanderbilt Health may retaliate against, or assist in retaliating against, anyone who reports a policy or ethical concern in good faith. We protect reporters from potential retaliation. We do this even when our investigation cannot substantiate the concern. False accusations made to harm or retaliate against other people, however, can subject the accuser to disciplinary action.

PROTECTING PATIENTS AND OUR PEOPLE

Confidentiality of Patient and Business Records

We rigorously protect confidential information.

Vanderbilt Health records include significant amounts of private information about our patients, research participants, employees, students, and others. All private information anywhere at Vanderbilt Health is strictly protected by law and by Vanderbilt Health policies.

Upon hire and annually thereafter, you will complete privacy training and agree to abide by our policies protecting confidential and proprietary information. Never share your User IDs, passwords, and system access methods with anyone else. You will only access Vanderbilt Health systems for which you have permission, and you will access only those records you need to do your job.

You must never access Vanderbilt Health records only because you are curious. Examples of unauthorized access include checking on the health status of a fellow employee or seeing if a celebrity is a patient at Vanderbilt Health.

Anyone who violates our privacy policies will be subject to serious discipline which could include termination of employment. Contact the Vanderbilt Health Privacy Office with questions or concerns about protecting confidential information here.

We keep our business information confidential.

The information we use daily is often competitively sensitive and may be subject to legal protections. This includes information in Vanderbilt Health business or financial records, shared in committees, in peer review proceedings or in any other setting in which Vanderbilt Health conducts business. This information is not available to the public. If disclosed outside of Vanderbilt Health, competitors or others could use the information to make decisions that could harm Vanderbilt Health or the communities we serve. Examples of confidential information include our research activities and our contracts with vendors and managed care payors.

You may never disclose competitively sensitive information to anyone outside of Vanderbilt Health. This also often applies even to sharing with co-workers or other Vanderbilt Health departments. We do share information in approved collaborations, where required by law, or with permission from Vanderbilt Health's Office of Legal Affairs (OLA).

Ask your supervisor or OLA before sharing if you are unsure about what information is okay to share.

Release of Medical Records

We help patients and their representatives to access and download their medical records.
Vanderbilt Health maintains robust processes to help patients and their representatives access their health information. We protect the privacy of patient information and disclose it in compliance with federal and state law.

We share patient electronic health information on our My Health at Vanderbilt portal as required by law. We respect a patient's right to access their patient health information, including electronic health information. We do not allow practices that the law would consider as information blocking.

Artificial Intelligence Technologies

We use artificial intelligence (AI) technologies responsibly and only as approved.
Vanderbilt Health only uses AI technologies safely and consistently with our values and regulatory requirements. Our experts carefully review potential new AI technologies prior to authorizing their use. When working with Vanderbilt Health data, you may only use those AI technologies that VUMC has approved.

Use of Vanderbilt Health data in non-approved AI technologies, including publicly available technologies, is prohibited and could result in disciplinary action.

Professional Practices

We provide our patients with world-class care.
Everyone involved in patient care at Vanderbilt Health maintains current licensure and certifications required for the services they provide. Our clinicians and clinical staff practice only within their scope and document all services provided in our eStar medical record.

Notify your supervisor immediately if a required license or certification has lapsed or if you may be subject to disciplinary action.

Controlled Substances

We prohibit the unlawful possession, use, manufacture, or distribution of controlled substances.
Vanderbilt Health clinicians and clinical staff who work with controlled substances maintain appropriate Drug Enforcement Agency (DEA) registration. We comply with all legal requirements regarding the prescription, handling, and storage of controlled substances.

Patient and Workplace Safety

We do not condone violence, threatening behavior, or harassment in any form.
Vanderbilt Health is committed to a safe environment for patients, visitors, and our staff. We will report and take steps to address acts of violence or threats against anyone here at Vanderbilt Health. We maintain Mutual Respect and Workplace Violence policies that protect our community from threatening behavior. Report any potential violations of the Mutual Respect Policy immediately in Veritas.

We safely handle and store hazardous materials.
Vanderbilt Health maintains appropriate safety standards and permits at all our locations. We always properly handle, store, use, ship, and dispose of potentially hazardous materials as required by our policies and applicable law.

Vanderbilt Health is a drug and alcohol-free workplace.
Vanderbilt Health prohibits the unlawful use or distribution of alcohol and illegal drugs on our property. No one may be under the influence of illegal drugs or alcohol while performing their Vanderbilt Health duties. Anyone who violates our drug and alcohol policies may be terminated and subject to serious legal consequences. Immediately report any suspected co-worker impairment to Human Resources.

Emergency Treatment and Women in Labor

We provide medical screening and treatment of patients with emergency medical conditions and pregnant women who are in labor.
Emergency services are available at our hospitals to everyone regardless of their financial or insurance status. Patients who come to a Vanderbilt Health Emergency Department for treatment receive an appropriate medical screening and examination to determine if an emergency medical condition exists. If such an emergency condition exists, we stabilize the condition within our capabilities.

Discharge Planning

We provide appropriate discharge planning and referral for post-acute care.
Discharging a patient from our facilities is an important clinical decision. In developing a discharge plan, Vanderbilt Health clinicians and hospital staff identify an appropriate discharge option and seek the consent of the patient or legal decision-maker for the discharge plan. We provide our patients with free choice of post-acute providers.

CONDUCTING OUR WORK WITH INTEGRITY

Human Rights

We never condone or participate in human trafficking or forced labor.
Healthcare workers are often first to recognize victims of human trafficking. Everyone at Vanderbilt Health remains vigilant for 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 or the local police department if you suspect someone is being trafficked or is a victim of forced labor.

Research and Scientific Integrity

We maintain the highest standards of patient care and scientific integrity.
Everyone at Vanderbilt Health engaged in research is responsible for the accurate and complete documentation of research activities and clinical investigations. Vanderbilt Health conducts all research with scientific integrity. We follow all legal and Vanderbilt Health protections for human and animal research subjects.

We account for research study costs accurately and appropriately.
Vanderbilt Health follows all grant and contract requirements applicable to each research project. We charge costs to research studies only when those costs are allowable, reasonable, and necessary.

We allow only appropriate foreign collaborations in research and clinical activities.
Everyone who works at Vanderbilt Health must disclose any support received from foreign governments. Foreign support can be funding, promised future opportunities, or anything of value. Vanderbilt Health reviews each instance of foreign support and determines if it is allowable under our policies. No one at Vanderbilt Health may participate in a foreign talent recruitment program from prohibited countries or when deemed to have malign intent.

Protection of Minors

We safeguard the welfare and safety of minors who come to us for care or education.
Vanderbilt Health protects minors who come here for patient care, as a visitor, or for educational experiences. We have policies about appropriate ways that our caregivers should interact with minors that are consistent with state law. We require our community members who conduct educational experiences to have a background check on file and to complete specialized training on our Protection of Minors policies.

Billing and Coding

We charge, code, and bill claims for our services accurately.
Vanderbilt Health maintains multiple billing controls to promote accurate billing and clinical documentation. We bill only according to that documentation. We never:

- Engage in "upcoding" our services or diagnoses.
- Steer or alter clinical documentation to benefit Vanderbilt Health improperly.
- Disregard any government payer billing and coverage requirements.

We make our patients aware of our pricing for clinical services.
Vanderbilt Health is committed to price transparency and maintains our detailed hospital fee schedule on our Vanderbilt Health website. We provide patient estimates where required or otherwise requested. Any Vanderbilt Health patient can obtain a clinical service estimate anytime using our online estimator. We do not issue surprise bills to out-of-network patients who receive emergency care at any Vanderbilt Health hospital. We always follow our billing policies and our payers' rules for documenting, coding, and submitting claims for our services.

We correct our billing errors and return identified overpayments promptly.
Improperly billing and retained overpayments can result in substantial penalties for Vanderbilt Health. Such billing violations can also have serious legal consequences for the individuals involved. We make reasonable efforts to prevent and detect billing errors. Anyone who learns of a potential billing or payment error must report it at once to their supervisor or to the Compliance Office. We return any confirmed overpayments in accordance with our policies and the payer's requirements.

Business Records

We maintain full and accurate business records.
You must never create or help create any clinical, financial, or other records intended to be false or misleading. An example is altering payment records or expense reports to hide the payment's true purpose. Another example is making clinical documentation appear as if a clinician was present for a service when they were not.

We retain our business and patient care records according to our retention policies.
Never discard or destroy important business records, especially those relating to patient care or research, without consulting those record retention policies. Never dispose of any records that relate to a government inquiry. OLA will guide you on how to preserve such records under inquiry.

Export Controls

We abide by all export control restrictions applicable to our work.
A fundamental part of our innovative work involves technologies, data, or other materials that are sensitive to national security and subject to export control restrictions. Everyone at Vanderbilt Health must be aware of and follow any export control restrictions applicable to your work here. You must get approval from the Office of Export Controls prior to any proposed transfer of materials to a foreign country or any foreign national.

Use of Vanderbilt Health Assets

We use our assets and activities for the benefit of the communities we serve.
Vanderbilt Health is a tax-exempt charitable entity under federal law. We devote our Vanderbilt Health assets, space, and work hours solely to furthering our missions. We never use or divert any Vanderbilt Health resources for personal gain or for your own purposes.

Conflicts of Interest and Commitment

We uphold essential public trust by good governance over conflicts of interest.
Conflicts of interest occur when an individual's or family member's personal considerations may affect, or appear to affect, anyone's professional judgment. Conflicts of interest can arise from:

- Financial interests
- Business relationships
- Research and academic activities
- Interactions with friends and family members

Conflicts of commitment occur when outside activities may affect, or appear to affect, your ability to perform your Vanderbilt Health duties.

We disclose all financial interests and outside activities that might impact our Vanderbilt Health duties.
Vanderbilt Health employees complete a conflict of interest disclosure at hire and annually thereafter. You must report a new conflict of interest or commitment as soon as it arises. If you have a conflict, we may require that you do not participate in Vanderbilt Health decisions involving that relationship. We also may ask you to end or change a financial relationship. Serving as an expert witness requires advance VUMC approval.

You can find more about our conflict of interest policies on the Conflicts of Interest Office Hub page or by emailing coi.vumc@vumc.org.

Patient Referrals and Vendor Relationships

We only seek or make patient referrals in the patient's best interest.
Vanderbilt Health does not offer, ask for, pay, or accept anything of value in exchange for patient referrals. Exchanging anything of value for a health care referral, or merely offering this, can be an illegal kickback and have serious consequences for everyone involved.

We do not provide improper benefits to referring clinicians or their family members.
Some employment and professional services arrangements may be potential kickbacks. One example is employing a referring physician or their family member at too large of a salary. Another example is leasing office space to a community physician at too little rent. We structure our business arrangements with referral sources in writing and in compliance with legal requirements, including the Stark Law and Anti-Kickback Statute. Immediately report any potential kickbacks or improper gifts to your supervisor or to the Compliance Office.

Vanderbilt Health prohibits giving or receiving kickbacks.
You may not accept any form of bribe or kickback from our vendors or anyone seeking to do business with us. You may never accept any gift from members of the healthcare industry, including vendor representatives from pharmaceutical and device makers. You may never accept any gift from anyone that could appear to influence your work improperly or harm Vanderbilt Health's reputation. Such gifts can also be illegal and subject you to civil and criminal prosecution. Our Conflicts of Interest and Commitment Policy provides more detailed guidance on prohibited gifts.

Prohibition on Patient Inducements

Patients choose us because of our exceptional care and outstanding clinical research.
Vanderbilt Health prohibits gifts or other benefits to patients that might influence their choice of providers. Vanderbilt Health does not provide free or discounted services or waive coinsurance or deductibles other than as allowed by Vanderbilt Health's financial assistance policies. We do provide special patient assistance under approved programs. Contact the Compliance Office to learn more about our approved assistance programs.

Market Competition

We do not engage in anticompetitive practices.
Vanderbilt Health follows all laws pertaining to antitrust concerns and fair competition. We do not discuss health care charges, contract terms or expected payment rates, or employee pay strategies with competing providers. We never agree with any other business not to compete for patients or services, whether based on service line, geography, or any other division. We never agree with any third party to refuse to deal with other suppliers, health care providers, health insurance payers, or purchasers of those services.

Insider Trading and Money Laundering

We never use non-public information in our possession for personal gain.
Vanderbilt Health community members may possess or learn valuable information that is not yet available to the public. Examples of such information include details on new medical devices or a pending business transaction. Using non-public information for financial gain is known as insider trading. Insider trading can subject you to disciplinary action and is potentially a serious crime.

We comply with all anti-money laundering and anti-terrorism requirements.
Vanderbilt Health does business only with reputable partners involved in legitimate activities and with funds derived from legitimate sources. We do not engage in money laundering in any form.

Community and Political Activities

Vanderbilt Health community members may engage in outside activities but not in a Vanderbilt Health capacity.
Outside activities must not interfere with your work at Vanderbilt Health. When engaging in outside activities, you must:

- Participate on your own time and in your personal capacity.
- Never use Vanderbilt Health time or resources.
- Never say or give the appearance that you are representing Vanderbilt Health or expressing Vanderbilt Health's positions.

Vanderbilt Health is subject to laws and regulations that prohibit participation in political activities, such as campaign fundraising and providing gifts to public officials. Vanderbilt Health and individuals acting on our behalf must also comply with institutional policies, laws, and regulations governing public policy advocacy and lobbying interactions with public officials. Vanderbilt Health disavows any opinions or activities that are not expressly pre-authorized by Vanderbilt Health leadership.

News Media

Vanderbilt Health employees seek approval before speaking with news media.
For any Vanderbilt Health employee contacted by members of the news media about work-related matters, direct all inquiries to the Office of News and Communications at 615-322-4747 (24-hour coverage). All media interview requests related to Vanderbilt Health matters require prior approval from News and Communications.

Social Media

We maintain our welcoming spirit and confidentiality while online.
Social media platforms allow members of the Vanderbilt Health community to engage in professional and personal conversations. While online, everyone at Vanderbilt Health must respect the privacy of our patients, research subjects, and teammates.

Anyone who identifies themselves online as a member of the Vanderbilt Health community must make it clear that their personal views are not necessarily the views of Vanderbilt Health. Our Social Media Policy provides detailed guidance on appropriate online practices.

Response to Investigation

We fully cooperate with government inquiries and investigations.
Anyone at Vanderbilt Health may receive a subpoena, search warrant, or a similar document related to our activities. If a government agent comes to your location, ask for their business card, seat the agent in a public waiting area, and contact your supervisor. Before taking any other action, you or your supervisor must contact the Accreditations and Standards Department. Accreditations and Standards leaders will coordinate Vanderbilt Health's response with the government agent.

ACKNOWLEDGEMENT AND CONSEQUENCES

Disciplinary Action

We respond appropriately when anyone at Vanderbilt Health violates law or policy.
Anyone at Vanderbilt Health who violates this Code of Conduct or any law or Vanderbilt Health policy may be subject to disciplinary action up to, and including, termination of employment. You may also be subject to disciplinary action if you fail to report a violation or knowingly direct others to commit a violation.

Receipt and Acknowledgment

Everyone acknowledges that you have received and will abide by this Code of Conduct.
You will receive this Code of Conduct as part of your new hire training, and you will again confirm that you understand this Code of Conduct and agree to abide by it as part of your annual compliance training. This Code of Conduct is always available in PowerPolicy and on the Compliance Office internet and Hub pages.

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CREDO

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We treat others as we wish to be treated.
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CREDO BEHAVIORS

Expected Performance

I make those I serve my highest priority.

- Answers questions, ensures understanding and facilitates learning.
- Prioritizes to ensure satisfaction despite time pressures and significant obstacles.
- Stays accessible to provide assistance and support when needed.

I respect privacy and confidentiality.

- Maintains the confidentiality of sensitive information.
- Discusses confidential matters in a private area and only with the appropriate person(s).
- Keeps written/electronic information out of the view of others and disposes of written information appropriately.
- Knocks prior to entering an office or patient's room. Asks permission to enter and identifies self using AIDET techniques where appropriate.
- Follows organizational systems, policies and procedures.

I communicate effectively.

- Introduces self to others.
- Wears ID badge above the waist where name and title are easily visible.
- Smiles, makes eye contact and greets others. Speaks in a culturally appropriate and understandable manner. Shows concern and interest; actively listens.
- Recognizes that body language and tone of voice are important parts of communication and uses them appropriately. Continuously gives positive messages through tone of voice and body language.
- Listens and responds professionally to dissatisfied patients, visitors and/or colleagues.
- Creates clear, complete written communications. Considers perspective and knowledge-level of recipient. Solicits input on communications.
- Communicates in a timely and appropriate manner. (Example: Does not use email to resolve complex issues or to address emotionally charged situations.)

it's who we are

I conduct myself professionally.

- Seeks to understand the needs of the community and individuals we serve. Communicates and behaves in ways that are respectful and welcoming.
- Continuously learns and improves skills.
- Strives to maintain personal well-being and balance of work and personal life.
- Holds self and others accountable for achieving performance expectations.
- Demonstrates safe working practices and maintains a clean work environment.
- Exhibits pleasant and amiable behavior during interactions.
- Remains calm when confronted with or responding to pressure situations.
- Consistently adheres to department and/or medical center policies.
- Refrains from loud talk and excessive noise — a quiet environment is important to heal, learn and work.
- Refrains from criticizing Vanderbilt in the workplace and in the community. Discusses internal issues only with those who need to know or can solve the problem.

I have a sense of ownership.

- Takes ownership of problems until resolved.
- Uses appropriate resources to effectively and efficiently resolve problems.
- Willingly participates in discussions on problem resolution, asks for and provides timely and honest feedback.
- Works to make progress towards personal and team goals, despite difficulties.
- Follows departmental policies and procedures. Willingly adapts to new policies and guidelines.
- Willingly accepts challenging assignments. Works to support organizational changes.
- Is mindful of cost of organizational resources and works efficiently and effectively to minimize waste (time, supplies, etc.).

I am committed to my colleagues.

- Treats all individuals fairly and with respect.
- Provides constructive feedback privately.
- Promotes cooperation within and across departments.
- Provides open and honest communication to peers and to all members of the Vanderbilt Community.

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KEY CONTACT INFORMATION

Accreditation and Standards
Phone: 615.875.4863 **Email**: regulatoryaffairs@vumc.org

Billing Office
Phone: 615.936.0910

Compliance Office
Phone: 615.343.7266 **Email**: compliance.office@vumc.org
Integrity Line (Phone): 866.783.2287 **Integrity Line (Web):** http://www.vumc.org/integrityline

Employee and Labor Relations
Phone: 615.343.4759 **Email:** employeerelations.vumc@vumc.org
The Workday Help Center is the quickest way to get help or ask routine Human Resources questions.

Legal Affairs
Phone: 615.936.0101

Medical Record Requests
Web: www.vanderbilthealth.com/information/medical-record-information

News and Communications
Phone: 615.322.4747

Patient Relations

Vanderbilt University Hospital	**Phone:** 615.322.6154
Vanderbilt Psychiatric Hospital	**Phone:** 615.322.6154
Monroe Carell Jr. Children's Hospital at Vanderbilt	**Phone:** 615.322.6154
Vanderbilt Bedford Hospital	**Phone:** 931.875.0640
Vanderbilt Clarksville Hospital	**Phone:** 931.502.2079
Vanderbilt Tullahoma-Harton Hospital	**Phone:** 615.875.0640
Vanderbilt Wilson County Hospital	**Phone:** 615.453.8188

Privacy Office
Phone: 615.343.6966 **Email**: vumcprivacyoffice@vumc.org

Risk and Insurance Management
Phone: 615.936.0660