

We **SPEAK UP** at Vanderbilt Health

We SPEAK UP when we see or hear something that should be shared, acknowledged, celebrated, or addressed.



Quality and Safety

SPEAK UP if you see a potentially unsafe situation.

- Elevate concerns to decrease errors and increase safety for all.
- Start with the phrase, "I have a concern."
- Report quality and safety concerns to your supervisor, through [Veritas](#), or to one of these departments:
 - [Facilities Management](#).
 - [Office of Clinical and Research Safety](#).
 - [Quality, Safety and Risk Prevention](#).

Violence

SPEAK UP if you experience or witness workplace violence.

- Tell your supervisor right away if you see or experience violence: we are committed to keeping everyone safe and have zero tolerance for physical and verbal assaults.
- Report work injuries, safety concerns, property damage, and other serious issues in [Veritas](#).
- Find resources on the [Workplace Violence](#) website.

Regulatory Compliance

SPEAK UP if you suspect unethical or illegal conduct.

- Contact the [Office of Compliance and Corporate Integrity](#).
- Remember important examples of unethical or illegal conduct:
 - improper coding of or billing for a procedure.
 - not protecting subjects in a research study.
 - a privacy breach (for example, looking at a patient's medical record when not a member of the patient's health care team).

Harassment

SPEAK UP if you experience or witness harassment or discrimination.

- Seek help right away from your supervisor or through [Employee Relations](#).
- Contact the [SHARE Center](#) for a confidential conversation and to discuss options for support and reporting of harassment or discrimination.

Well-Being

SPEAK UP to recognize a co-worker, or if you or a co-worker needs emotional support or to express concern about someone's welfare.

- Celebrate each other on [Cause for Applause](#).
- Reach out to your supervisor for help or contact the [Employee Assistance Program](#).
- Visit [Work/Life Connections](#) for more resources.

Share Your Ideas

SPEAK UP to your supervisor or other leaders with ideas to increase efficiency, solve a problem, or improve patient care.

- Listen actively to everyone's ideas. Those closest to the work have the most insight.
- Respond to invitations from [IdeaShare](#) to submit your great ideas.

Learn more at
vumc.org/speakup

