We **SPEAK UP** at Vanderbilt Health

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

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**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 Research and Safety.
  - Quality, Safety, and Risk Prevention.

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**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.

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**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.

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**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.

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**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.

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**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 LearnShare to submit your great ideas.

Learn more and find links at vumc.org/speakup