

HEALTH SCIENCE CENTER HANDBOOK OF OPERATING PROCEDURES

Chapter 11	Patient Privacy Policies	Effective:	April 2003
Section 11.1	General and Oversight Policies	Revised:	February 2006
Policy 11.1.12	Non-Retaliation Policy	Responsibility:	Assistant Vice President for Regulatory Affairs & Compliance

NON-RETALIATION POLICY

Policy

Any Health Science Center employee shall be allowed to freely discuss and raise questions to managers or to the appropriate personnel, about situations they feel are in violation of federal and state law, the Health Science Center and UT System policy, or other requirements.

The Health Science Center shall not intimidate, threaten, coerce, discriminate against, terminate a contractual agreement with, or take any retaliatory action against the following individuals or in the following situations:

1. Any patient, surrogate decision maker or patient representative, employee, association, organization or group that:
 - a. Discloses or threatens to disclose information about a situation they feel is inappropriate, or potentially illegal;
 - b. Provides information to or testifies against the alleged offending individual or the Health Science Center;
 - c. Objects to or refuses to participate in an activity they feel is in violation of federal and state law, the Health Science Center and UT System policy, or other requirements;
 - d. Is involved in any committee or peer review process; or,
 - e. Files a valid or legitimate report or a complaint, or an incident report, internal to the organization or external such as a complaint to DHHS.

All Health Science Center employees have a personal obligation to report any activity that appears to violate applicable laws, regulations, rules, policies, procedures, or the Standards of Conduct through the normal administrative process and procedures. However, employees may also make reports through the ComplianceLine at (800) 500-0333.

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**Investigation of
Retaliation**

The Institutional Compliance Program will review any allegation of retaliation and assure that a proper investigation is conducted as appropriate.
