Title: Corporate Compliance - Compliance Reporting and Non-Retaliation - Policy

I. Policy Statement
   a. This policy provides a uniform framework for reporting an actual or potential violation of the MU Health Code of Conduct, the Integrity and Compliance Program, the University of Missouri Collected Rules and Regulations, or applicable laws, regulations or policies that govern our work.
   b. MU Health workforce, including physicians, faculty, staff, students, researchers, and volunteers, are required to read and certify understanding of the Code of Conduct at the time of hire and annually thereafter. Likewise, employees are expected to apply these standards to their respective roles and responsibilities. If a violation of a standard is suspected or encountered, employees have an obligation to report. Failure to follow or report a suspected violation of these standards will result in disciplinary action.

II. Definitions
   a. Not Applicable.

III. Process/Content
   a. All MU Health workforce members have an affirmative responsibility to timely report alleged wrongdoing. Wrongdoing is considered under this policy as a violation of MU Health or UM System policies, rules and/or regulations, campus-specific, state or federal law, and violations of ethical and professional conduct, and fraud, waste or abuse. Examples of wrongdoing include, but are not limited to, violations of the MU Health Code of Conduct, patient privacy and data security breaches, discrimination, harassment, research misconduct, academic misconduct, and policy violations.
   b. Reporting can be completed in several ways, including:
      i. Contact a manager or supervisor about the issue;
      ii. Contact the Office of Corporate Compliance at (573)884-0632, or
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iii. Report the concern anonymously through the Ethics and Compliance Hotline at 866-447-9821 or online at https://www.compliance-helpline.com/UM.jsp. This number is answered 24 hours a day, seven days a week by a third party that specializes in receiving hotline calls. The information you report will be kept confidential.

c. Open lines of communication are critical to achieving organizational integrity. MU Health forbids retaliation against employees or others who report concerns in good faith. Anyone who retaliates against the person reporting is subject to disciplinary action.

IV. Attachments

a. Not applicable.

V. References, Regulatory References, Related Documents, or Links

a. Ethics and Compliance Hotline phone number: 866-447-9821

b. Ethics and Compliance Hotline web link: https://www.compliance-helpline.com/UM.jsp

c. Office of Corporate Compliance: 573-884-0632