

<p><u>POLICY & PROCEDURE</u></p> <p>SUBJECT: Non-Retribution ADM.155 CC *IHN*</p> <p>DEPT: ADMINISTRATION, CORPORATE COMPLIANCE</p>	<p>Page 1 of 2</p> <p>EFFECTIVE Date: 05/17/1995</p> <p>REVIEW Date: 02/16/2021</p>
--	--

I. POLICY

Inspira Health (herein after referred to as “Inspira”) employees have a responsibility to report concerns about any actual or potential non-compliance with applicable federal and state laws, Code of Conduct, and internal policies and procedures. Inspira encourages timely disclosure of such concerns and prohibits retribution or retaliation against anyone who in good faith reports such concerns. This policy is intended to protect any individual who engages in good faith disclosure of alleged non-compliance.

II. RESPONSIBILITY

Inspira encourages employees, management, physicians, vendors, contractors, volunteers, students, patients, visitors and others to report, through appropriate channels, concerns regarding actual or potential non-compliance with federal and state laws, Code of Conduct, and internal policies and procedures.

III. PROCEDURE

- A. Reporting through appropriate channels means that individuals are encouraged to make an initial report to a manager, supervisor, Corporate Compliance Officer or the Compliance Hotline at 1-888-413-4313. Inspira prohibits retribution or retaliation against any employee who reports in good faith actual or potential non-compliance with federal and state laws, Code of Conduct, and internal policies and procedures.
- B. Any employee who deliberately makes a false accusation with the purpose of harming or retaliating against another employee will be subject to discipline.
- C. All suspected or alleged cases of retaliation, retribution and/or harassment must be reported to the Corporate Compliance Officer or the Compliance Hotline at 1-888-413-4313. If a violation has occurred, the Corporate Compliance Officer will refer the matter to Human Resources, which will determine the appropriate discipline of the individual who committed the violation in accordance with Inspira policies and procedures.

RELATED DOCUMENTS

- Grievance Procedure HR.37 *IHN*
- Compliance Communication and Investigations A.152 *IHN*



<u>POLICY & PROCEDURE</u>	Page 2 of 2
SUBJECT: Non-Retribution ADM.155 CC *IHN*	EFFECTIVE Date: 05/17/1995
DEPT: ADMINISTRATION, CORPORATE COMPLIANCE	REVIEW Date: 02/16/2021