



**Title: Non-Retaliation**

Responsible Department: Administration, Administration, Maryville Imaging, Surgery Center	Date Created: 01/01/2007
Approver(s): Board of Trustees, Corporate Compliance Committee, Keith Page (President)	Date Approved: 03/02/2022

**SCOPE:** This Policy applies to Anderson Healthcare, Anderson Hospital, Community Hospital of Staunton, Maryville Imaging, LLC, Anderson Medical Group, LLC, Anderson Surgery Center, Anderson Real Estate, LLC, Maryville Medical Services, LLC, Anderson Hospital Foundation, and Friends of Community Memorial Hospital (together “Anderson Healthcare”).

**POLICY STATEMENT:** Anderson Healthcare is committed to a culture of compliance that promotes the prevention, detection, and resolution of all instances of non-compliance with all applicable State and Federal laws, regulations, policies, and procedures. To encourage the development and maintenance of this culture, Anderson Healthcare has a strict non-Retaliation policy to protect individuals who report in Good Faith any known or suspected inappropriate conduct or non-compliant activities.

**PURPOSE:** To establish a non-Retaliation policy to protect Covered Individuals who report compliance concerns in Good Faith and sets forth procedures for safeguarding against retaliation.

Questions regarding this Policy should be directed to the Chief of Compliance and Risk.

**DEFINITIONS:**

“Board Member” means any Trustee, Director, Manager, Officer, or Member of any Anderson Healthcare Board.

“Chief of Compliance and Risk” means the individual designated by the President/CEO as the chief compliance officer and charged with the responsibility of coordinating implementation of the Compliance Program.

“Compliance Program” means Anderson Healthcare’s system-wide program addressing the compliance activities of Anderson Healthcare.

“Covered Individual” means any individual subject to Anderson Healthcare’s Compliance Program. Covered Individuals include Employees, Professionals, Board Members, volunteers, students, contractors, consultants, suppliers, and vendors.

“Employee” means an individual in the service of Anderson Healthcare who is working for salary or wages and the details of whose work Anderson Healthcare has the authority to control and direct.

“Good Faith” means the individual reasonably believes or perceives the information reported to be true.

“Professional” means an individual other than an Employee who is credentialed by Anderson Healthcare, including physicians, dentists, podiatrists, and allied health personnel, to the extent that the individual provides goods or services at or for Anderson Healthcare.



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“Retaliation” means any negative action against a Covered Individual for Good Faith reporting of known or suspected inappropriate conduct or non-compliance activities. Retaliation may include, but is not limited to, harassment, retribution, discrimination, demotion, decreasing hours, changing job duties, or decreasing pay.

**GUIDELINES/PROCEDURE:**

All Covered Individuals are responsible for reporting Good Faith concerns regarding actual, potential, or perceived wrongdoing. Anderson Healthcare understands that Covered Individuals may not report compliance concerns if they worry about Retaliation for reporting the concern. Anderson Healthcare is committed to a policy that encourages timely disclosure of compliance concerns and prohibits any action directed against a Covered Individual for making a Good Faith report of a concern.

Retaliation for Good Faith reporting of known or suspected compliance concerns will not be tolerated. All Covered Individuals shall be protected from Retaliation when acting in Good Faith to:

1. Report any concerns, potential wrongdoing, suspicious activity, or potential violations of any laws, regulations, policies, or the Anderson Healthcare Code of Excellence/Code of Conduct;
2. Assist in any compliance-related investigation; or
3. Participate in any action brought against Anderson Healthcare including, without limitation, a civil action for violation of the False Claims Act or Illinois False Claims Act.

Covered Individuals cannot prevent consequences of their own misconduct by self-reporting; however, self-reporting will be considered when determining the appropriate corrective action.

Anyone who intentionally provides false, misleading, or incomplete information or otherwise acts in bad faith when reporting will be subject to discipline up to, and including, termination.

All supervisors, managers, directors, and administrators shall take appropriate measures to safeguard against retaliation. At a minimum, the following actions should be taken and become an ongoing aspect of the management process:

1. Maintain an “open door” policy to support and encourage reporting of work-related issues or concerns;
2. Ensure that Employees understand that they may, without fear of Retaliation, report violations and concerns directly to the Chief of Compliance and Risk;
3. Regularly discuss the main points of this Policy and other applicable Compliance Program policies with subordinates;
4. Ensure that reports of actual or potential violations are handled as confidentially as possible;
5. Focus on the issue raised and not the individual(s) involved; and
6. Immediately report any known or suspected instances of Retaliation.



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Covered Individuals shall immediately report any suspected Retaliation to the Chief of Compliance and Risk or the Chief of Human Resources. Reports may be made anonymously pursuant to the [Anderson Healthcare Reporting Compliance Concerns Policy](#).

Anyone who is determined to have engaged in Retaliation will be subject to discipline up to, and including, termination.