Integrity in Action

Holding Our Standards High

Corporate Compliance & Ethics Week
May 4–10, 2014
Compliance Makes a Difference
Ethics & Integrity Begin with You

• You deserve to be in a positive and productive environment
• You are one of VU and VUMC’s most valuable assets
• Make integrity a priority in everything you do
To whom does this presentation apply?

<table>
<thead>
<tr>
<th>Vanderbilt University</th>
<th>Vanderbilt Medical Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>Patients</td>
</tr>
<tr>
<td>Staff</td>
<td>Staff</td>
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<tr>
<td>Faculty</td>
<td>Faculty</td>
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<tr>
<td>Vendors</td>
<td>Vendors</td>
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<tr>
<td>Visitors</td>
<td>Visitors</td>
</tr>
<tr>
<td>Volunteers</td>
<td>Volunteers</td>
</tr>
<tr>
<td>Contractors and all affiliated agents</td>
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Why Should You Get Involved?

• Protect VU and VUMC’s employees, students and patients
• Unethical, illegal or unsafe activity can result in serious consequences
  – Fines
  – Lawsuits
• Maintain VUMC’s excellent reputation
• Increased safety and security
• Set a good example for others to follow
How to Put Integrity in Action

• Think before you act

• Ask Yourself:
  – Does it violate VU or VUMC’s standards or Standards of Conduct?
  – Could it cause you, co-workers, the public, our organization, or affiliate organizations loss or harm?
  – Would you feel uncomfortable if everyone knew what you did?
  – Is it illegal?
Did You Answer Yes to Any of Those Questions?

• Or do you know someone who behaved or acted in an unethical manner, which would violate these conditions?

• If so, the action **may** be wrong

• If unsure, ask your immediate supervisor

• Or call the Vanderbilt Hotline (866-783-2287)
Examples of Activities to Report

- Fraud, waste or abuse of resources
- Misuse of grant money
- Research misconduct
- NCAA violations
- Theft/embezzlement
- Conflicts of interest
- Procurement fraud
- Faculty misconduct
- Protection of minors
- Threats to personal safety
- Threats to workplace safety
- Discrimination
- Harassment
  - Sexual harassment or misconduct
- Academic misconduct
- Employee misconduct
- HIPAA/privacy violations
How to Report

If you are not comfortable speaking with your supervisor or manager, you have other options

<table>
<thead>
<tr>
<th>University Compliance Office</th>
<th>Office of Compliance &amp; Corporate Integrity</th>
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<tbody>
<tr>
<td>Phone: 615.322.8363 (x2-8363)</td>
<td>Phone: 615-343-7266</td>
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<tr>
<td></td>
<td>Email: <a href="mailto:compliance.office@vanderbilt.edu">compliance.office@vanderbilt.edu</a></td>
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<tr>
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<tr>
<td>Call Toll-Free</td>
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<tr>
<td>866-783-2287</td>
</tr>
<tr>
<td>24 hours a day, 7 days a week</td>
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<tr>
<td>Report online: <a href="http://www.tnwgrc.com/Vanderbilt">www.tnwgrc.com/Vanderbilt</a></td>
</tr>
<tr>
<td>Remember, you do not have to give you name</td>
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Whistleblower Protection

False Claims Act and Whistleblower Protection

• You are protected against retaliation
• Vanderbilt prohibits retaliation against those who report unethical behavior in good faith (even if report turns out not to be correct) HR policy 040
Retaliation

• Includes, but is not limited to:
  – discharge
  – demotion
  – suspension
  – harassment
  – denial of promotion
Retaliation
If you feel you have been subjected in any way

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Remember, you do not have to give you name

Equal Opportunity, Affirmative Action, and Disability Services Department
Phone: 615-322-4705
Thank you