

COMPLIANCE *pulse*

WELCOME TO THE JULY EDITION OF THE VUMC COMPLIANCE PULSE

The Office of Compliance & Corporate Integrity (OCCI) wants to keep you updated on important compliance topics. This month, we're again highlighting the importance of Speaking Up, Reaching Out, and Following Up.

Speak Up

VUMC believes deeply in our Credo values and in ethical behavior. It is everyone's responsibility at VUMC to ensure we pay attention to the Credo and our Code of Conduct and that we always live up to those values. Speaking up is a key part of that. Everyone at VUMC must be aware of and follow the policies and business requirements applicable to your area. Everyone must speak up when they have concerns or believe there might be unethical, illegal, or unsafe activities at VUMC.

Reach Out

We have several ways to report unethical behavior or to just ask a compliance question. The VUMC Compliance Officer is here to help you. [Contact our office](#) or reach out directly to one of our [facility specific](#) Compliance Officers. We also encourage you to speak with your supervisor. If you are not comfortable with this, you can visit the [Integrity Line website](#) (available 24 hours a day, 7 days a week). You do not have to give your name, although you may be asked to check back to provide additional information or to answer questions.

All reports to the Compliance Office are confidential and shared only on a need-to-know basis. We have strict anti-retaliation policies to make sure anyone who raises a concern is protected. Allegations of harassment or discrimination should be reported directly to Human Resources, but may also be reported to the Integrity Line. If you have observed a patient care or safety incident, alert VUMC as soon as possible using the [Veritas incident reporting system](#). You may also report these concerns via our Integrity Line if you are not sure how to use Veritas.

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Follow Up

VUMC welcomes all concerns, whether you give your name or choose to remain anonymous. However, VUMC often needs additional information to investigate the concern effectively. If you raise an anonymous concern on our Integrity Line, please log back in using the case information supplied and see if our investigators have asked follow-up questions. Answering these questions greatly improves the investigation's ability to get to the truth. Your report will remain anonymous even if you answer follow-up questions.

Reporting Financial Irregularities

All VUMC employees must report any suspicion of Financial Irregularities without delay. Contact your direct supervisory or management team, email vumcinternalaudit@vumc.org, or report through the [Integrity Line website](#).

Financial Irregularities are conduct or activities which cause misappropriation or misuse of VUMC owned or managed funds or property. Examples include embezzlement, removal or concealment of VUMC property, and documents forgery or falsification.

For more information on reporting Financial Irregularities, see the [Financial Policy: Financial Irregularities Reporting](#).

Additional Resources

For detailed contact information of your reporting options, access the [Compliance Reporting tip sheet](#).

If you have any questions, contact the Compliance Office as compliance.office@vumc.org or visit the [OCCI website](#).