

**HEALTH SCIENCE CENTER HANDBOOK OF OPERATING PROCEDURES**

Chapter 11	Patient Privacy Policies	Effective:	April 2003
Section 11.1	General and Oversight Policies	Revised:	April 2010
<b>Policy 11.1.10</b>	<b>Non-Retaliation Policy</b>	Responsibility:	Assistant Vice President for Regulatory Affairs & Compliance

## **NON-RETALIATION POLICY**

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### **Policy**

Any Health Science Center patient shall be allowed to freely discuss and raise questions to appropriate personnel, about situations they feel are in violation of federal and state law, the Health Science Center and The University of Texas System policy, or other regulations.

The Health Science Center shall not intimidate, threaten, coerce, discriminate against, terminate patient care or a contractual agreement with, or take any retaliatory action against the following individuals or in the following situations:

1. Any patient, surrogate decision maker or patient representative, employee, association, organization or group that:
  - a. Discloses or threatens to disclose information about a situation they feel is inappropriate, or potentially illegal;
  - b. Provides information to or testifies against the alleged offending individual or the Health Science Center;
  - c. Objects to or refuses to participate in an activity they feel is in violation of federal and state law, the Health Science Center and The University of Texas System policy, or other requirements;
  - d. Is involved in any committee or peer review process; or,
  - e. Files a valid or legitimate report or a complaint, or an incident report, internal to the organization or external, such as a complaint to the Department of Health and Human Services.

All Health Science Center employees have a personal obligation to report any activity that appears to violate applicable laws, regulations, rules, policies, procedures, or the Standards of Conduct through the normal administrative process and procedures. However, employees may also make reports through the ComplianceLine at (877) 507-7317.

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**Investigation of  
Retaliation**

The Office of Regulatory Affairs & Compliance will review any allegation of retaliation and assure that a proper investigation is conducted as appropriate.

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