



UC Health Code of Conduct

All UC Health employees, contractors, vendors and others doing business on behalf of UC Health must adhere to UC Health policies, procedures and the following Code of Conduct*:

1. Speak Up/Voice Your Concern

Everyone has a duty to report any activity that appears to violate applicable laws, rules, regulations, accreditation standards, standards of clinical practice, UC Health policies or this Code.

2. Follow Ethical Business Practices

Adhere to the professional organization standards for responsible and ethical business practices applicable to your role at UC Health.

3. Business is Earned, Not Bought

Do not provide or accept anything of value in exchange for a patient referral or agreement to do business. Do not accept or give gifts against UC Health policy.

4. No Snooping

Use patient information only when needed to perform a job function. Individuals should always secure emails, papers, electronic files, system access and other documents that contain patient-protected health information or company confidential information.

5. Integrity of Billing, Finances and Records

Billing and financial practices must comply with all applicable laws, rules and policies. Individuals who handle patient charges, claims and records must accurately document and report services and supplies. We are responsible for the accuracy and safekeeping of documents and records.

6. Disclose All Conflicts of Interest

Individuals' outside activities may not interfere with making objective decisions at UC Health. Potential conflicts of interest must be disclosed.

7. Professional Licenses/Certifications and Courtesies

Any individual whose job requires a professional license or other credential is responsible for keeping them current and complying with the standards of their respective discipline. No individual may extend a professional courtesy or offer to provide services for free or at a discount in exchange for healthcare services either at UC Health or elsewhere.

8. Diversity, Equity and Inclusion

UC Health extends equal employment opportunities to all applicants based on their qualifications. We fairly treat all patients and individuals without regard to race, color, religion, sex, national origin, gender identity, age, disability, sexual orientation, military or protected veteran status, genetic information, ancestry or any other status protected by applicable law.

9. Adherence to Workplace Conduct Standards

Follow the HR Standards of Conduct and other policies prohibiting solicitation, harassment and other types of disruptive or unprofessional behavior.

10. No Retaliation for Reporting a Concern

There is no retaliation or consequence against anyone who reports a potential violation of law, regulation, rules or policy in good faith.

Our Code of Conduct is supported by our PRIIDE Values and describes our commitment to serving our patients, our community and one another.

Our PRIIDE Values:

- ▶ Putting **People First**
- ▶ Showing **Respect**
- ▶ Acting with **Integrity**
- ▶ Embracing **Inclusion**
- ▶ Seeking **Discovery**
- ▶ Offering **Empathy**

* This Code highlights important themes of ethical business practices, but is not meant to include every topic. For detailed guidance on a topic, please access UC Health's full list of policies and procedures on the Intranet Policies > Policy Portal Search C360 Policy Portal.

Ways to Report a Concern

- ▶ Discuss the matter or concern with your supervisor.
 - ▶ Contact the Compliance and Business Ethics Department at **513-585-7224** or **compliance@ucealth.com**.
 - ▶ Contact the Compliance HelpLine at **866-585-8030** or submit a HelpLine report on the Intranet.
- You may choose to remain anonymous.