

 <b>St. Mary's Healthcare</b>  <b>ST. MARY'S Organizational Policy Manual</b>	<b>Policy #</b>	
	<b><u>Title:</u></b>	Policy on the Protection of Whistleblower
	<b><u>Replaces Policy:</u></b>	
	<b><u>Policy Originator:</u></b>	<u>Compliance and Privacy Officer</u>
<b>Administrative Whistleblower</b>	<b><u>Concurrence:</u></b>	
	<b><u>Effective Date:</u></b>	September 24, 2024
	<b><u>Reviewed/ Revised Date:</u></b>	
	<b><u>Approval:</u></b>	Corporate Compliance
	<b><u>Date:</u></b>	September 24 2024

## I. Policy Statement:

It is the policy of St. Mary's Healthcare (SMH) to adhere to all laws and regulations that apply to the organization. In addition, it is SMH's policy to protect individuals who come forward with information about compliance concerns, financial improprieties or other reports of alleged unlawful activity, policy or practice, and to ensure that such concerns are investigated and addressed, without retaliation against the reporting associate.

SMH adheres to the federal False Claims Act (FCA), which protects individuals who report fraud involving federal programs like Medicare and Medicaid. The FCA allows whistleblowers to file lawsuits on behalf of the government (known as "qui tam" actions) and provides whistleblower protections, including anti-retaliation provisions.

SMH adheres to New York State Labor Law § 740.

SMH shall have procedures for an associate to report compliance concerns, for management investigating and addressing such reports, and training for associates and management on reporting and investigating complaints.

## II. Purpose:

The purpose of this Whistleblower Policy is to promote a culture of integrity and accountability within St. Mary's Healthcare (SMH) by providing a mechanism for employees and others to report unethical or unlawful conduct without fear of retaliation. This policy is in compliance with New York State laws and the requirements set forth by the Office of the Inspector General.

By implementing this policy, SMH ensures it fosters an environment of integrity, transparency, and compliance with all applicable laws, providing protections to those who raise legitimate concerns about wrongdoing.

### **III. Policy:**

This policy applies to all employees, contractors, volunteers, vendors and any others affiliated with SMH.

SMH prohibits any form of retaliation against individuals who report suspected misconduct in good faith. Retaliation includes, but is not limited to, termination, demotion, harassment, or any other adverse employment action. Any employee who believes they have been subjected to retaliation should report it immediately using the channels outlined in Section IV.

This Whistleblower Policy aims to uphold the integrity of SMH and protect those who report misconduct. We encourage a culture of transparency and accountability and appreciate the commitment of all staff to maintaining ethical standards.

Employees are protected from retaliatory actions for reporting in good faith any violations of laws, rules, or regulations that pose a substantial and specific danger to public health or safety, or which constitute healthcare fraud.

New York's False Claims Act also provides protections to whistleblowers who expose fraud against state or local government programs, such as Medicaid.

Employees may seek remedies under these laws if they experience retaliation, including reinstatement, back pay, and legal fees.

### **IV. Procedure:**

Whistleblowers may report suspected misconduct through any of the following channels:

- The Compliance Officer
- Directly to a supervisor or manager
- The Human Resources Department
- Anonymous hotline established for this purpose
- Email or any other written method

#### **Information Required**

Whistleblowers should provide as much detail as possible regarding the suspected misconduct, including:

- Description of the misconduct
- Date and time of the incident
- Individuals involved
- Any relevant documents or evidence

### **Confidentiality**

All reports will be handled confidentially to the extent possible. The identity of the whistleblower will be protected unless disclosure is required by law or necessary to conduct a thorough investigation.

### **V. Definitions**

**Whistleblower:** An individual who reports suspected misconduct, violations of law, or threats to public health or safety.

**Retaliation:** Any adverse action taken against a whistleblower for reporting misconduct.

### **VI. Appendix**

### **VII. References**

New York State Labor Law § 740  
Federal False Claims Act (FCA),