

# whistleblower

## Healthcare Whistleblower's Protection Act



### There is protection for Healthcare Employees Who Report or Refuse to Commit Illegal Acts\*

**It is illegal for your employer to fire you, threaten you, retaliate against you or treat you differently because:**

1. You reported a violation of the law by your employer to any person, entity, or public body;
2. You reported a medical error or improper quality of patient care by your employer to any person, entity, or public body;
3. You reported something that risks someone's health or safety;
4. You have objected or refused to participate in any activity, policy, or practice of your employer that you reasonably believe is a violation of a law or constitutes improper quality of care, or that will endanger your life; or
5. You have been involved in an investigation or hearing held by the government.

**You are protected by this law ONLY if:**

1. You are employed by a hospital, or nursing home; and
2. You tell your employer about the problem and allow a reasonable time for it to be corrected; or
3. You have good reason to believe that your employer will not correct the problem.

**If you have been fired or your employer has retaliated against you due to a violation of this law, you may:**

1. Use any available internal process, grievance procedure, or similar process available to you to maintain or restore any loss of employment rights with your employer; or
2. Bring an action in the superior court of the county where the retaliation by your employer occurred.

To report a violation, unsafe condition or practice or an illegal act in your workplace, contact:

**Innovative Employee Solutions (IES)  
Human Resources - Compliance**

**compliance@innovative-es.com  
858-715-5102**

 **VERMONT**  
**DEPARTMENT OF LABOR**  
[WWW.LABOR.VERMONT.GOV](http://WWW.LABOR.VERMONT.GOV)

**\* A copy of the complete statute can be found at:**

**<http://legislature.vermont.gov/statutes/chapter/21/005>**

**This poster may be copied.**

#### FOR MORE INFORMATION

**CALL THE VERMONT DEPARTMENT OF LABOR | 1-802-828-0267 | TTY/Relay Service at 711 | TDD services at 1-800-650-4152**

Auxiliary aides and services are available upon request for individuals with disabilities.

Interpretive services are also available for persons with limited English proficiency.