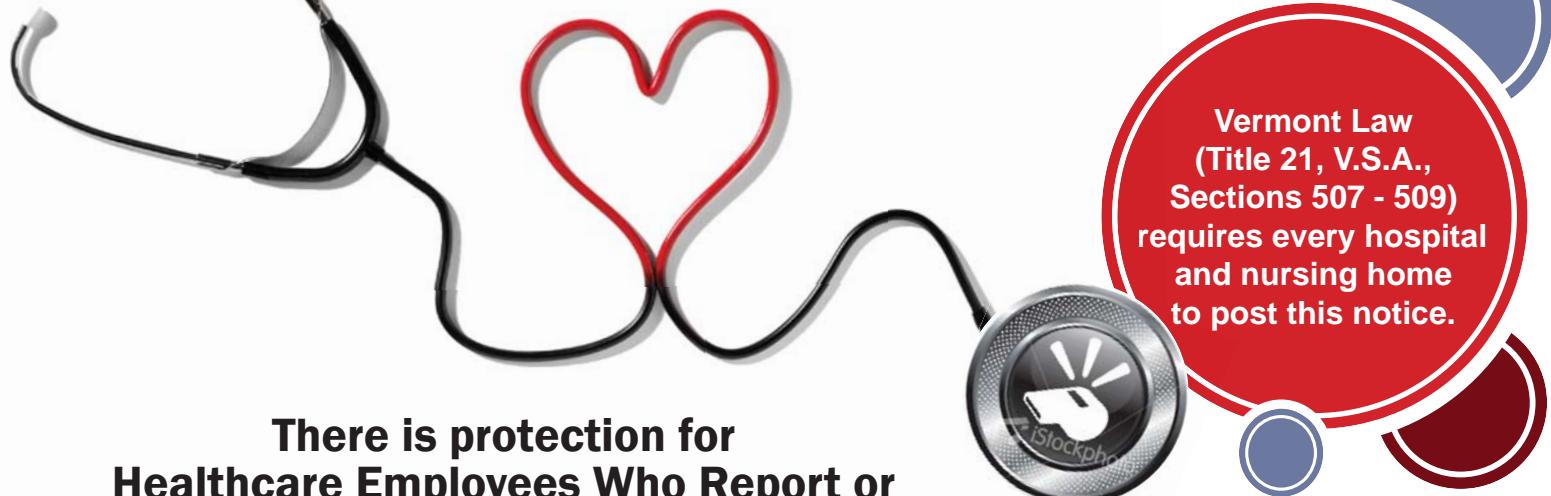


whistleblower

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.

**Vermont Law
(Title 21, V.S.A.,
Sections 507 - 509)
requires every hospital
and nursing home
to post this notice.**

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

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

**[http://legislature.vermont.gov/
statutes/chapter/21/005](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.

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