

Alliance for Home Health Quality and Innovation – Whistleblower Policy

The following is excerpted from Alliance staff member handbook:

“Any employee or member who wishes to draw the Alliance’s attention to an issue of corporate concern—such as a suggestion for improving a procedure, a concern about legal compliance, or an issue of business ethics—should bring the matter to the attention of his/her supervisor, the Executive Director or the Chairman of the Board of Directors. Concerns may be raised anonymously if the person raising the issue prefers that approach.

To help the Alliance better understand the nature and scope of a concern, employees or members raising concerns should provide as much detail as possible. This is particularly important in the case of concerns which are raised on an anonymous basis, where we cannot follow up and ask for further information.

The Alliance is committed to maintaining a workplace where employees and members feel free to raise questions and concerns about the Alliance’s business. It is therefore our policy that we will not tolerate reprisals against employees or members for raising issues of corporate concern. Any employee or member who believes that he or she has been subjected to retaliation as a result of raising a question or concern under this policy should immediately report such retaliation to the Executive Director or the Chairman of the Board of Directors. Reports of retaliation will be promptly investigated in a manner intended to protect confidentiality, consistent with a thorough and fair investigation. Any employee or member whom we believe has engaged in such retaliation will be subject to discipline, up to and including termination.”