



Hamilton
Behavioral

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Owner:	<i>Claritza Huertas</i>
Policy Area:	<i>HR-Employee Relations</i>
Applies To:	
Applicability:	<i>Hamilton Behavioral MD PA</i>

Conscientious Employee Protection Act (CEPA), 1043-20-1

POLICY

It is the policy of Hamilton Behavioral MD PA not to take retaliatory action against a team member who reports perceived illegal and unethical workplace activities. This policy is in compliance with New Jersey's whistleblower law, the Conscientious Employee Protection Act (CEPA)

PROTOCOL

A. Anti-retaliation protection is afforded to a team member who:

1. Discloses, or threatens to disclose, to a supervisor or to a public body, an activity, policy or practice of Hamilton Behavioral MD PA or another employer with whom there is a business relationship, that the team member reasonably believes is in violation of a law, or a rule or regulation issued under the law. Protection is also afforded to a team member who is a licensed or certified health care professional, who reasonably believes the violation constitutes improper quality of patient care;
2. Provides information to, or testifies before any public body conducting an investigation, hearing or inquiry into any violation of law, or a rule or regulation issued under the law, by Hamilton Behavioral MD PA or Another employer with whom there is a business relationship. Protection is also afforded to a team member who is a licensed or certified health care professional, who provides information to, or testifies before any public body conducting an investigation, hearing or inquiry into quality of patient care; or
3. Objects to, or refuses to participate in, any activity, policy or practice which the team member reasonably believes:
 - a. is in violation of a law, or a rule or regulation issued under the law or, if the employee is a licensed or certified health care professional, constitutes improper quality of patient care;
 - b. is fraudulent or criminal; or
 - c. is incompatible with a clear mandate of public policy concerning the public health, safety or welfare or protection of the environment.

B. Anti-retaliation protection is **NOT** afforded to an team member who:

Discloses perceived illegal and unethical workplace activities to a public body, without having brought the

activity, policy or practice to the attention of a supervisor by written notice and given Hamilton Behavioral MD PA a reasonable opportunity to correct the activity, policy or practice.

However, disclosure to Hamilton Behavioral MD PA is not required if the team member reasonably believes that the activity, policy or practice is known to one or more supervisors, or if the team member fears physical harm as a result of the disclosure.

If you have any questions regarding this policy, you may contact the Employee Relations hotline in Human Resources at extension 71128.

No deviation from this policy is permissible without written Human Resources approval.

All revision dates:

03/2020, 09/2012, 05/2012

Attachments

No Attachments

Approval Signatures

Step Description	Approver	Date
	Claritza Huertas, Human Resources	03/2020
	Yana Pogosian	02/2020

Applicability

Hamilton Behavioral MD PA