

IDENT	GME21
Type of Document	Policy
Applicability Type	Department-Level
Title of Owner	Dir GME
Title of Approving Official	GMEC
Date Effective	10/16/2025
Date of Next Review	10/16/2028



**TITLE:** Integrity and Compliance

**POLICY:** UVM Medical Center has adopted a voluntary compliance plan to promote full compliance with all legal duties applicable to it, to foster and assure ethical conduct, and to provide guidance to its employees. A Code of Conduct has also been adopted which is meant to encourage and give guidance to all UVM Medical Center employees so that every day, everyone conducts themselves with unqualified integrity as we do our work for our patients, our community and our colleagues.

**PROCEDURE:**

- All employees have an affirmative duty to report in good faith any actual or suspected activities that violate any law, statute, regulation, UVM Medical Center policy, or constitute improper quality of patient care.
- Reports can be made by contacting the Integrity and Compliance Office at 802-847-2667 or by calling the compliance hotline at 802-847-9430 or 800-466-7131.
- Hotline calls can be made anonymously, or callers can ask that their information be kept confidential.

Employees should enjoy a level of confidence when reporting issues of non-compliance or activities that constitute improper quality of patient care. To further these goals, it is the policy of UVM Medical Center that any action taken by an employee to retaliate against anyone making a good faith report alleging suspected improper activities is strictly prohibited. UVM Medical Center’s Chief Integrity and Compliance Officer is responsible for investigating and resolving concerns and can be reached at 802-847-0627.

**DEFINITIONS:** None

**REFERENCES:** Accreditation Council for Graduate Medical Education, Institutional Requirements

**REVIEWERS:** Dir GME

**OWNER:** Dir GME

**APPROVING OFFICIAL:** DIO, GMEC