



Compliance Meet and Greet Notes

Primary goal— The primary goal is for *employees to become more familiar and comfortable with the Compliance program.*

- Compliance simply means that we must FOLLOW or COMPLY WITH laws, rules, and regulations. *The Compliance program acts like a guardrail to protect or guard the hospital against the danger of violating laws, rules, regulations, and policies.*
- There is a link on the left side of the Red Wagon labeled “Corporate Compliance and Internal Audit”. On the site you can find contact information and other Compliance resources.
- There are over 5,000 employees and only a few Compliance and Internal Audit staff, so we rely on employees to be proactive and contact someone on the Compliance team if you see or hear anything that appears to be a compliance violation.

Secondary Goal—The secondary goal is to *give a refresher on the basics of the Compliance Program, which are:*

1) What to report 2) How to report 3) What happens if you do report

1. **What to report:** The policy **Reporting Potential Compliance Issues** in Lucidoc gives 20 examples of items that should be reported. A few examples are
 - *HIPAA/Privacy & Confidentiality concerns* – such as accessing patient records without a need to know or posting pictures or information about a patient on social media. Violations of the Federal HIPAA laws (see Commitment 4 in the **Code of Conduct**) can carry significant fines and penalties
 - *Drug diversion* - taking medication meant for patients, for personal use or resale
 - *Conflicts of Interest* – see the *Identifying and Managing Conflicts of Interest* hyperlink in the Conflict of Interest policy and see Commitment 6 in the **Code of Conduct**
 - *Violations of the Code of Conduct* – many of our commitments are associated with federal and state laws
2. **How to report:**
 - You DON'T have to follow the chain of command when you make a compliance report. You choose to report to your director, supervisor, the Compliance Officer, Cindy Rogers (205-638-7134), Hotline, etc.
 - If you want to remain ANONYMOUS, you must report through the HOTLINE by [clicking](#) on the **Hotline** icon on the right side of the Red Wagon and completing an online report or by [calling](#) 1-800-624-9775
3. **What happens if you do report?**
 - All reports are taken seriously, and all are investigated
 - A conclusion is reached and the appropriate action steps are taken
 - REMEMBER that there is NO RETALIATION if a report is made in good faith