

# Children's of Alabama Compliance Corner

## **Performance Evaluations–What's Compliance Got to Do with It?**

With the new year, performance evaluations are in process. This year, Children's added a new *Ethical and Compliant Behavior* metric to employee evaluations. This move emphasizes the importance we place on ethical conduct.

Performance evaluations help reinforce our goals and expectations to successfully perform our jobs.

As defined below, the definition of each scale is reflective of the employee's regard for compliant and ethical behaviors.

### **Compliance Rating Scale**

- 1) Needs Improvement (Passive regard for ethical standards/does not support compliance initiatives),
- 2) Fully Proficient (Exhibits knowledge of and compliance with ethics and legal standards,
- 3) Exceeds Requirement (Models uncompromising ethical and compliant behavior/consistently adheres to the Code of Conduct and leads by example), and
- 4) Role Model (Models and inspires uncompromising ethical and compliant behavior/promotes adherence to the Code of Conduct and establishes an environment in which the highest ethical and compliant behavior is expected)

*Remember*, ethical and compliant behaviors create a better work environment for everyone.

***Do The Right Thing***

*(even when no one is watching)*