Our Commitment to Integrity
Dear Employee,

While much has changed since our beginning in 1903, living our mission and values is as vital today as it was more than a century ago, when Baylor began. Founded as a Christian ministry of healing, Baylor exists to serve all people through exemplary health care, education, research and community service. We work toward this mission; we demonstrate our values of integrity, servanthood, quality, innovation and stewardship.

Our mission and our values are the heart of Baylor’s Code of Ethical Conduct, the foundation of Baylor’s Corporate Compliance Program. This Code of Ethical Conduct outlines the way we care for our patients, the way we conduct business and the way we treat each other. It helps us perform our work in an ethical and legal manner. It guides us in making the right decisions when faced with a challenging ethical issue or a difficult choice. Quite simply, the Code of Ethical Conduct defines what it means to be a Baylor employee.

I take this responsibility very seriously and am committed to ensuring that we continue to honor the values that distinguish Baylor in the community. Because it is so important that our actions are consistent with our words, it is essential that we all read the Code of Ethical Conduct and understand the ethical guidelines it communicates. Our adherence to the spirit of the Code of Conduct, as well as the specific guidance provided in the code, is critical to Baylor’s future.

Together we will continue bringing to life the mission and values that always have guided Baylor. Through these efforts, we will achieve our vision of being trusted as the best place to give and receive safe, quality, compassionate care. Thank you for your continued dedication and commitment.

Sincerely,

Joel Allison
President and CEO
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Every day, the decisions and the actions made by each individual working with or on behalf of Baylor Health Care System and its controlled affiliates (collectively, Baylor or Baylor Health Care System) create and sustain Baylor’s image and reputation. Our actions, both individually and collectively, are watched closely by consumers, regulators, and the public at large. Each person’s behavior on the job reflects his or her commitment to ethical, respectful and honorable behavior; to being honest and truthful in performing our work; to treating others with fairness, dignity and respect; and doing the right thing.

The Baylor Health Care System Code of Ethical Conduct (the Code of Ethical Conduct) outlines the principles by which we carry out our daily work activities at Baylor. The principles set forth in the Code of Ethical Conduct apply to all Baylor trustees, officers, employees, physicians and allied health professionals and will be applied consistently at all levels of our organization. The Code of Ethical Conduct also applies to physicians who are employees, and other physicians who have decision-making involvement within Baylor. In addition, the Code of Ethical Conduct applies to contractors and anyone who works on behalf of Baylor, as well as vendors, and anyone conducting business with Baylor.

Baylor Health Care System has a comprehensive, values-based Compliance Program, which exists to make sure that all policies, procedures, laws and regulations are followed that relate to Baylor’s operations. The Code of Ethical Conduct is the foundation of the Compliance Program because it sets the tone for our personal and business behavior. Because the Code of Ethical Conduct rests on our Mission, Vision and Values, it is an integral part of our daily activities and supports our more than 100 years of caring for our patients, our communities and each other. Continuing to uphold the Code of Ethical Conduct will preserve the integrity of Baylor Health Care System and the trust and confidence the public has placed in each of us.
MISSION

Founded as a Christian ministry of healing, Baylor Health Care System exists to serve all people through exemplary health care, education, research and community service.

VISION

To be trusted as the best place to give and receive safe, quality, compassionate care.

VALUE STATEMENTS

The values of Baylor Health Care System reflect how we seek to relate to patients, families, physicians, employees, payers and communities we serve:

INTEGRITY:

Conducting ourselves in an ethical and respectful manner

_We demonstrate integrity by complying with all laws and regulations, conducting accurate billing, protecting all patient information and ensuring relationships with physicians and others are consistent with our mission, vision and values._

SERVANTHOOD:

Serving with an attitude of unselfish concern

_We demonstrate servanthood by providing service to all people, regardless of status or position, especially in times of emergency and crisis. We continually strive to build confidence and professionalism in every employee._

QUALITY:

Meeting the needs and striving to exceed the expectations of those we serve through continuous improvement

_We demonstrate quality by providing care that is safe, timely, effective, efficient, equitable and patient-centered._

INNOVATION:

Consistently exploring, studying and researching new concepts and opportunities

_We demonstrate innovation through research and education consistent with our mission, vision and values, and the laws and regulations protecting human and animal subjects. We advance quality through continuous review and collaboration with others sharing similar values and objectives._

STEWARDSHIP:

Managing resources entrusted to us in a responsible manner

_We demonstrate stewardship by using Baylor assets only to pursue our mission, vision and values. We take action consistent with our tax-exempt purpose and honor the intentions of those who provide our resources._
Baylor is committed to ethical delivery of health care services, while seeking to fulfill its mission of patient care, education, research, and community service. Baylor attempts to balance responsibilities to individual patients, the community and the staff even though conflicts are inherent in any system of ethics. These conflicts may include financial concerns, belief systems, research interests and other conflicts in clinical medicine. Baylor’s Code of Clinical Values includes clinical virtues and values that influence both daily activities and specific clinical ethics policies.

HONESTY AND INTEGRITY:
We will strive to act with honesty and integrity in all circumstances.

COMPETENCE:
Professional competence is essential to both serving patients well and conducting our business effectively. We are committed to continuous improvement of technical skill, knowledge and wisdom. Baylor acknowledges a responsibility to maintain a work environment that affirms a constant striving for quality in all we do.

RESPECT:
Respect means honoring the sanctity, dignity and worth of our fellow human beings no matter what their personal circumstances may be. We celebrate and honor diversity among our patients and our employees. We recognize that illness and dependence create vulnerability in the patient. We will strive never to exploit this vulnerability.

COMPASSION:
We seek to be sensitive to the needs of our patients and employees while supporting them with empathy and concern. Having compassion for our patients means that we recognize suffering in all its forms and attempt to alleviate suffering at all times.

BENEFICENCE:
Beneficence means doing good. With treatments we offer, we try to maximize the benefit to our patients and minimize any burdens. We seek to improve the quality of life of our patients and to relieve their suffering.

FAITHFULNESS:
Patients and families come first. They will be served with an attitude of unselfish concern for their benefit, without regard to financial incentives. We will not compromise the quality of care for other goals. We are committed to charitable care for the financially or medically indigent but this must be balanced by the reality that the competent delivery of health care services requires competent business practices. We are committed to the principle that we serve our needs best by serving others’ needs first.
SELF-DETERMINATION:
Patients have a right to make choices about their medical treatment. Such choices are often intellectually and emotionally complex. Thus we strive to understand, educate, and support patients and their families based on their personal preferences, individual needs and values.

CONFIDENTIALITY:
Patients have a right to expect confidentiality of information. We will strive to protect the confidentiality of patient and business information. Appropriate guidelines will be followed in the release of all confidential information. Acknowledging patient privacy is essential for honoring human dignity.

TEAMWORK:
Our greatest asset is our people, a team with many different skills and competencies. Every member of the team is important. It is the responsibility of all those affiliated with Baylor to maintain the mutual respect, understanding, trust, and cooperation necessary for effective teamwork.
STANDARD OF CONDUCT: Baylor is committed to providing high quality care and services. Baylor’s first responsibility is to patients and their families. Baylor provides care through the framework of STEEEP:

- **S** _Safe_ care protects patients from harm.
- **T** _Timely_ care is delivered promptly.
- **E** _Effective_ care makes optimal use of resources to improve quality of life.
- **E** _Efficient_ care maximizes utility and avoids waste.
- **E** _Equitable_ care is consistent in quality and extended to all in need.
- **P** _Patient-centered_ care respects and responds to patients’ preferences, needs, and values.

- We are committed to providing high quality care with the ultimate goal of relieving suffering and restoring health for the patients.
- We will communicate effectively with patients and families, explain our role in their care and respond to each patient’s treatment needs and service requests.
- We will address any outcome of care, including any unanticipated outcomes, by reporting these to a supervisor who can assess the problem, take appropriate action and follow the problem to resolution.
- We will make every effort to employ and/or credential only fully licensed and/or properly qualified providers with the expertise to care for our patients.
- We will require that admissions, transfers and discharges are medically appropriate and in accordance with all legal requirements. In the event of a medical emergency we will not consider a patient’s ability to pay or current hospital fiscal conditions in discussions and decisions concerning admissions, transfers or discharges.
- We will provide patients with care only within the scope of clinical privileges granted to us by the appropriate Baylor facility.
STANDARD OF CONDUCT: Baylor is committed to providing considerate and respectful care, while protecting the rights of all patients. All patients have the right to privacy, safety, security and confidentiality as set forth in Baylor’s patient rights brochure: “A Guide to Your Care.”

- We will respect the rights and human dignity of each patient.
- We will respond to patient questions, concerns and needs in a timely and sensitive manner.
- We will provide care, treatment and services that safeguard the patient’s personal dignity and demonstrate respect for cultural, psychosocial, spiritual and personal values and beliefs of patients.
- We will include patients in clinical and ethical decisions about their care, treatment and services.
- We will honor the patient’s visitation preferences and inform the patient if family or guest visitation must be restricted.
- We will create a patient care environment that is free of unlawful discrimination for any reason including race, sex, age, color, creed, national origin or any other classification protected by law and that is free of harassment, including sexual harassment.
- We will protect the patient from real or perceived mental, physical, sexual or verbal abuse, neglect, or exploitation from anyone, including physicians, allied health professionals, staff, other patients, visitors or family members. We will immediately report any alleged abuse, neglect or exploitation to a supervisor.
- We will provide reasonable privacy to patients for interviews, examinations or procedures.
- We will accommodate, within reason and to the extent possible, a patient’s request for a person of the same sex to perform an examination or procedure or provide a chaperone who is an authorized health professional.
- We will protect patients and respect their rights during research investigations and clinical trials involving human subjects.
- We will accept patient referrals and admissions based on the patient’s clinical needs and our ability to render the needed services.
STANDARD OF CONDUCT: Baylor is committed to protecting the confidentiality of all medical, financial and business information that is generated during the normal course of health care business. Baylor is also committed to honoring each patient’s right for Protected Health Information (PHI) to be kept confidential. As defined by Baylor policies, PHI is a person’s individually identifiable patient health information or records, including the defined legal medical records and billing records, regardless of the source, maintained in any form or media.

- We will not share confidential information, whether medical, financial or business information, either during or after employment or association with Baylor, except as authorized and required by laws, regulations and Baylor policy or Medical Staff Bylaws/Rules.

- We will not, for personal gain or curiosity, use confidential information obtained by virtue of our position with Baylor.

- We will treat as confidential all quality assurance, peer review and health care services review information in accordance with laws, regulations and Baylor policy or Medical Staff Bylaws/Rules.

- We, along with physicians, business associates and third-party vendors, have the responsibility for protecting and maintaining confidentiality of PHI, including electronic forms, both during and after employment or association with Baylor.

- We will limit conversations regarding patients to clinical settings or appropriate business related areas (i.e. nursing units, conference rooms).

- We will use caution when discussing patient information over the telephone.

- We will abide by Baylor policy and procedure or applicable Medical Staff Bylaws/Rules to protect the confidentiality, safety and integrity of patients’ PHI, while making the PHI accessible when legitimate needs exist.

- We will maintain patient confidentiality as required by laws, regulations and Baylor policy or Medical Staff Bylaws/Rules.

- We will honor the privacy of patients and not reveal or discuss patient-related information except with health care personnel involved in their care, payors and others authorized to review patient information in the course of treatment, payment and/or health care operations.

- We will release PHI and patient records in accordance with laws, regulations and Baylor policy.

- We will protect the individual’s right to privacy and confidentiality regardless of the individual’s identity.

- When in doubt about confidential information, we will seek advice from our supervisor, any of the Baylor Health Information Management departments, or the Baylor Health Care System Office of Corporate Compliance (Office of Corporate Compliance).
STANDARD OF CONDUCT: Baylor’s mission is accomplished through its people, a team that includes many diverse skills and competencies. Every member of the team is important. It is the responsibility of all those affiliated with Baylor to maintain the mutual respect, understanding, trust and cooperation necessary for effective teamwork.

- We will treat everyone with fairness, dignity and respect.
- We will require that all employment actions be made without regard to race, color, religion, national origin, sex, disability, citizenship or age, as well as any other classifications as required by law.
- We will strive to provide an environment for all individuals that is free from any form of verbal, physical, or sexual harassment or intimidation.
- We recognize that an environment free from disruptive or intimidating behavior fosters higher cooperation and an overall safer workplace. We expect that our employees and physicians will engage in behavior that is respectful of each other, and that professionalism from each member of the healthcare team will be on display daily.
- We will not condone disruptive conduct (behavior which violates accepted rules of civil behavior and professional etiquette, or violates legal standards of conduct) or intimidating behavior (overt actions such as verbal outbursts and physical threats, and passive activities such as refusing to perform assigned tasks or exhibiting uncooperative attitudes during routine activities).
- We will honor mutual respect across all professional relationships and in each type of work environment and maintain the fairness, dignity, trust and cooperation necessary for effective teamwork.
- We will prohibit unauthorized sales and solicitation of orders for any type of product or service to anyone on Baylor premises unless specifically authorized by Baylor.
- We will refrain from unapproved solicitation of Baylor employees, physicians and allied health professionals or from the distribution of non-work related literature on Baylor premises.
- We will strive to ensure that all of our actions as a Baylor employee are free of any actual or perceived conflict of interest.
- We will strive to ensure that our actions will not undermine our ability to perform ethically and effectively or put Baylor’s reputation in question.
- We will comply with all aspects of the BHCS News and Social Media policy and will not make any official comment on behalf of BHCS and/or its personnel, clinical staff or facilities, whether on television, radio, newspapers, magazines, the internet or in any other public forum, unless we do so under the supervision and guidance of BHCS Media Relations.
STANDARD OF CONDUCT: Baylor is committed to providing a safe and secure environment for patients, visitors, employees, physicians, and other service providers.

- We will comply with and abide by all applicable environmental, health and safety laws, regulations and Baylor policy.
- We will immediately advise our supervisor if, as a result of work, we are injured or contract an occupational illness.
- We will promptly report to a supervisor any accidents or “near misses” involving injury to any patient, visitor, employee or any other service provider.
- We will alert the appropriate departments and personnel if unsafe conditions or practices are observed in the work environment.
- We will strive to provide an environment that is free from violence. Unauthorized weapons of any kind are strictly prohibited.
- We will dispose of medical waste and hazardous material appropriately.
- We will promptly report all spills or accidents involving medical waste or hazardous materials to a supervisor and take immediate action to help prevent harm.
- We will inspect work areas for health and safety risks, enforce all safety rules and regulations, eliminate or report risks to management, and maintain knowledge of health and safety procedures.
- We will train employees in health and safety policies and precautions.
- We will follow Baylor policy or applicable Medical Staff Bylaws/Rules regarding drugs or alcohol in the workplace.
- We will safely store and secure all drugs and pharmaceuticals and will promptly report any missing or diverted drugs.
STANDARD OF CONDUCT: Baylor is committed to protecting its resources, including cash, equipment, supplies, information and other property against loss, theft, destruction and misuse. These resources are of great value to Baylor and enable Baylor to fulfill its mission of serving the health care needs of the community.

- We will correctly use and care for all Baylor property and equipment entrusted to us.
- We will require that any use of Baylor resources is authorized by management and will not be used for our personal gain or the gain of another individual.
- We will comply with software licensing agreements, which govern the use of the software.
- We will not permit making unauthorized copies of Baylor computer software or using personal software on Baylor computer equipment.
- We understand that Baylor’s electronic communications systems, including computers, e-mail, Internet, Intranet, software, telecommunication, wireless devices, voice mail and other automated information systems, are the property of Baylor and should be used primarily for Baylor business-related purposes.
- We will not use Baylor’s electronic communications systems to communicate information to unauthorized people. Further, the use of technology to send offensive, discriminatory or harassing messages is prohibited.
- We will maintain inventory and keep all supplies secure.
- We will dispose of all surplus or obsolete property and equipment according to established Baylor policy and procedures.
- We will not share our user IDs or passwords or allow anyone to perform any activities using our IDs.
STANDARD OF CONDUCT: Baylor is committed to dealing honestly, fairly and with integrity in all matters. A conflict of interest may occur if outside activities or personal interests influence or appear to influence an individual’s ability to make objective decisions in the course of job responsibilities. A conflict of interest arises for any employee, officer, director, physician or allied health professional when that person acts, or appears to act, on behalf of someone other than Baylor and has, or appears to have, a self interest of which Baylor is unaware and that is actually or potentially adverse to the best interest of Baylor.

- We will avoid conflict of interests between our own private interests and our Baylor duties.
- We will not use our position, or knowledge gained in our position, in any way that we, any member of our family, or business in which we have an interest could receive personal benefit.
- We, or any member of our family, will not receive any substantial special preferences from a person or organization that, to the best of our knowledge, does or wants to do business with Baylor, or is a competitor of Baylor.
- We will not offer, accept or provide personal gifts or favors, such as tips, meals, transportation or entertainment that create a conflict of interest.
- We will direct donations, grants or contributions (whether in cash or non-cash) to the Baylor Foundations to assure that gifts are properly received, recorded and acknowledged in accordance with tax laws.
- We may not accept one or more gifts, benefits, entertainment, or other favors with a value in excess of $75 in a 12-month period, from any current or prospective supplier, vendor or organization with which, to the best of our knowledge, Baylor does business in any regard. Entertainment and routine business meals that are part of a routine business meeting are not included in this limit, but they must be reasonable and in moderation.
- We will maintain unbiased relationships with actual and potential Baylor vendors and contractors.
- We will exercise good faith and fair dealing in all transactions that involve our responsibilities to Baylor.
- We will not use any Baylor assets or resources for personal gain.
- We will not use information that comes to us in the course of our work for personal investment or gain, nor will we provide that type of information to any member of our family or others.
- We will not have a business relationship with a family member without following the applicable Baylor policy.
- We will report actual or perceived conflict of interest to our supervisor and the Office of Corporate Compliance.
Conflict of Interests

(continued)

- We will not accept gifts from patients or their families that exceed courtesy value (\$75) and will never accept money or cash equivalents from patients or their families.

- We will not engage in any outside employment, consultation or other activities, which might compromise Baylor’s strategic position or affect our objectivity, independence of judgment, or conduct in carrying out duties and responsibilities to Baylor.

- We may accept financial or other support from vendor organizations for accredited and non-accredited activities if there is an educational component related to health care. All other vendor support (i.e. donations, gifts) will be directed to the Baylor Foundations.

- We will not provide or accept inducements, kickbacks, bribes, rebates or anything else of value to any party (e.g., physicians, etc.) with the intent to influence the referrals of patients.

- We will not provide or accept inducements for patients to access services payable by a government health care program (e.g., Medicare, Medicaid, etc.).
STANDARD OF CONDUCT: Baylor is committed to high standards of business and professional ethics and integrity. Baylor will provide patient care and conduct business while following all applicable laws, regulations and Baylor policy.

- We will conduct our activities in compliance with all applicable laws, regulations and Baylor policy or Medical Staff Bylaws/Rules.
- We will promptly report to management, the Entity Compliance Officer, Chief Compliance Officer or the Compliance EthicsLine when any possible violation of law, regulation, Baylor policy or Medical Staff Bylaws/Rules has occurred.
- We will not retaliate or take other negative action against an individual who in good faith reports a suspected violation or acts as a whistleblower pursuant to the Federal False Claims Act or other law.
- We will require that all compensation arrangements or other agreements with individuals or organizations that may be possible referral sources (e.g., physicians, etc.) be in writing and approved through the BHCS Review and Approval Process.
- We will require that marketing, advertising and sales communications are true, fair and accurate, and present statements about our services that can be substantiated.
- We will not knowingly hire or contract with individuals who have been sanctioned by the Office of Inspector General of the U.S. Department of Health and Human Services (OIG) or barred from federal procurement programs.
- We will require that drugs or other controlled substances used in treatment are stored, dispensed, and transported in compliance with all applicable laws and regulations.
- We will comply with the Emergency Medical Treatment and Active Labor Act (EMTALA) and state transfer laws and provide medical screening examination to all those who seek emergency treatment.
- We will not use or provide Baylor assets to support a candidate for public office.
- We will maintain and dispose of all information, whether medical, financial or business, accurately and in accordance with all applicable laws, regulations and Baylor policy.
- We will not falsify or inappropriately alter information on any record or document.
- We will prohibit the premature destruction or alteration of any document in response to, or in anticipation of, a request for those documents by any government agency or court.
STANDARD OF CONDUCT: Baylor is committed to fair and accurate billing that is in accordance with all applicable laws, regulations and Baylor policy.

- We will follow the Federal False Claims Act which prohibits “knowingly” making false claims for payment to the federal government. “Knowingly” is a broad term meaning:
  - Actually knowing that a claim is false;
  - Deliberately ignoring whether the claim is true or false; or
  - Recklessly disregarding whether the claim is true or false.
- We will charge for all health care services provided.
- We will bill only for services actually provided and documented in the patient’s medical records.
- We will require payment of insurance co-payments or deductibles.
- We will not provide discounts on any health care charges other than those provided by Baylor policy.
- We will assign diagnostic, procedural and billing codes that accurately reflect the services that were provided.
- We will not knowingly submit for payment or reimbursement a claim we know to be false, fraudulent or fictitious.
- We will require that all claims for services submitted to payors, including Medicare or other federally funded health care programs, are accurate and correctly identify the services ordered and performed.
- We will require that the services for which claims are submitted be documented for medical necessity.
- We will regularly review our records for credit balances, and as appropriate, refund any overpayments.
- We will respond to questions and complaints related to a patient’s bill in a direct and honest manner.
- We will exercise due care, including implementing controls to prevent, detect and correct actions that do not comply with applicable federal and state laws and Baylor policy, to ensure that all claims to government and to private insurance payors reflect truth and accuracy and conform to all applicable laws and regulations.
- We will report any suspected charging or billing irregularity to the appropriate supervisor, or the Office of Corporate Compliance.
All Baylor employees, physicians and allied health professionals must be familiar with the Baylor Health Care System Code of Ethical Conduct and be sensitive to any situation that could potentially lead to actions that might conflict with the Code of Ethical Conduct. All employees, physicians and allied health professionals have a duty and responsibility for reporting perceived, actual or potential violations of laws, regulations, Baylor policy or the Code of Ethical Conduct. If you think you have witnessed or have knowledge of unethical or illegal activities, discuss the issue with your supervisor. Reporting in good faith an actual or suspected conflict of the Code of Ethical Conduct will not be a basis for disciplinary or other retaliatory action. Throughout this process your identity can be kept confidential as much as possible.

You are encouraged to use the following steps to resolve any questions or concerns you may have:

1. There may be times when you are unsure whether an activity or a situation is unethical or illegal. If you are not sure, discuss the issue with your supervisor. Give your supervisor a chance to solve the problem. He or she is most familiar with the laws, regulations, and policies that relate to your work.

2. If your supervisor is unable to find the answer, or if you are uncomfortable discussing the issue with your supervisor, you should:
   - Contact your supervisor’s manager, another trusted manager in the organization, or your Entity Compliance Officer;
   - Contact your entity’s Human Resources Department;
   - Contact the Baylor Health Care System Office of Corporate Compliance at 214-820-8888; or
   - Contact the Compliance EthicsLine toll free at 1-866-245-0815 or online at ethicsline.baylorhealth.com. You may remain anonymous. The Baylor Health Care System Chief Compliance Officer will review and address all reports made to the Compliance EthicsLine.
We recognize that there are times when questions or problems cannot be addressed through the normal communication and reporting processes. When this happens, you should use the Compliance EthicsLine. We have hired an outside company to take Compliance EthicsLine calls and online reports. The operators of the Compliance EthicsLine are trained to assist you in reporting questions and concerns. The toll free telephone number for the Compliance EthicsLine is 1-866-245-0815, or you may make a report online at ethicsline.baylorhealth.com.

Calls and reports to the Compliance EthicsLine will not be traced or recorded. You will remain anonymous, unless you choose to identify yourself. Knowing your identity and being able to contact you will be very helpful in resolving most issues. If you do give your name, your identity will be protected to the extent allowed by law and to the extent that it does not hinder the investigation. Calls and reports made in good faith to the Compliance EthicsLine will not result in disciplinary action or retaliation against you.

All calls and reports made to the Compliance EthicsLine will be reviewed by the Baylor Health Care System Office of Corporate Compliance and will be responded to fairly. All claims will be carefully investigated before any action is taken. We will respect and protect the rights of all physicians, allied health professionals and staff, including anyone who is the subject of a Compliance EthicsLine call or report.
Baylor Health Care System recognizes that a critical aspect of the Compliance program is the establishment of a culture that promotes prevention, detection, and resolution of instances of conduct that do not comply with the Code of Ethical Conduct and all applicable federal, state and local laws and regulations and Baylor policies. A non-retaliation/non-retribution policy has been established to protect employees and others who report problems and concerns.

No disciplinary action or retaliation will be taken against you when you report, “in good faith,” a perceived issue, problem, concern, or violation to management, your Entity Compliance Officer, Human Resources, the Office of Corporate Compliance, or the Compliance EthicsLine, or act as a whistleblower pursuant to the Federal False Claims Act or other law. The “in good faith” requirement means an employee actually believes or perceives to be true the information being reported.

The Federal False Claims Act provides protection for “whistleblowers” that are discharged, demoted, suspended, or in any other manner discriminated against in the terms and conditions of employment by his or her employer in retaliation for filing a False Claims Act action.

We value and respect each individual and therefore, you have the right to be treated fairly and with respect. The organization must make sure that you are treated that way. However, reporting does not protect you from civil, criminal or disciplinary action regarding your own performance or conduct.
Any employee, physician or allied health professional who violates any law, regulation, or Baylor policy, Medical Staff Bylaws/Rules or the Code of Ethical Conduct, or is engaged in wrongdoing which could impair the organization’s status as a reliable, honest and trustworthy health care provider is subject to corrective or disciplinary action under Human Resources Policies or Medical Staff Bylaws/Rules and the Baylor Health Care System Corporate Compliance Program. This can include verbal or written corrective/disciplinary action, up to and including involuntary separation from employment, if warranted.

You should be aware that certain actions prohibited by Baylor policy also might violate laws resulting in personal criminal or civil prosecution.