<table>
<thead>
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<th>Title:</th>
<th>Non-Retaliation</th>
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<td>Type:</td>
<td>Compliance</td>
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<td>Number:</td>
<td>RENOWN.CCD.065</td>
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<td>Author(s):</td>
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<td>Owner:</td>
<td>Renown Health VP Chief Compliance and Privacy Officer</td>
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**Scope:**

Accountable Care Organization; Administrative & Business Offices; Ambulatory; Behavioral Health; Breast Health Center; Center for Advanced Medicine B; Center for Advanced Medicine C; foundation; Healthcare Center; Home Health; Hometown Health; Hospice; Hyperbaric; Laboratory; Medical Group; Monaco Ridge; Pregnancy Center; Regional Medical Center; Rehabilitation Hospital; Skilled Nursing; South Meadows Medical Center; Surgical Arts; Therapies; Urgent Care; Wound Care; X-ray & Imaging

**Policy Statement:**

Any act of retaliation is strictly prohibited, including retaliation in connection with reporting concerns or potential violations to a supervisor, Human Resources Department, the Compliance Officer, or the anonymous compliance hotline.

**Definition of Terms:**

Retaliation – any act of retribution in response to an actual or perceived wrong or injury.

**Procedure:**

1. Renown employees have a responsibility to promptly report any potential retaliatory conduct to their supervisor, the Compliance Officer, Human Resources department, or the Confidential Reporting Line.

2. Managers, directors and senior management team will ensure an “open door” atmosphere for addressing employee problems or concerns.

3. Renown shall not retaliate or engage in retribution (including discharge, demotion, suspension, denial of promotion or discriminate) against, or otherwise harass in any manner, the employee for making a report, provided such report was made in good faith and the employee was not involved in the misconduct at issue.

4. The Compliance Officer will promptly investigate all allegations of retaliation. The Compliance Officer will work in conjunction with Human Resources to take disciplinary
action when allegations are substantiated. Disciplinary action, up to and including termination of employment, will be taken in accordance with Renown’s established disciplinary guidelines.

5. The Confidential Reporting Line is to be used for reporting concerns on a reasonable, good faith basis. Any employee who reports a concern without a good faith basis or who fails to cooperate with the investigation and/or resolution of possible compliance issues is subject to corrective and/or disciplinary action.

References/Regulations:
Renown.HRM.145 Code of Conduct: Harassment
Renown.HRM.170 Open Door31 U.S. CODE §3730 (h) – Relief from Retaliatory Actions
Nevada Revised Statute (NRS) 357.240 – 250 Whistleblower Protections

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