

RIVER VALLEY COUNSELING CENTER, INC.

POLICY/PROCEDURE # COM.10

SUBJECT: NON RETRIBUTION/ NON RETALIATION for WHISTLEBLOWERS

DATE REVIEWED/REVISED: 10/07, 3/16, 11/18, 5/20

POLICY STATEMENT:

Employees of River Valley Counseling Center (“VHS and/or its affiliates”) who, in good faith, report, or assist in an investigation of, a possible violation of federal or state law, regulation, policy or procedure of any of the listed companies will not be discharged, demoted, suspended, threatened, or otherwise subjected to retaliation, retribution, or harassment by any supervisor, manager, employee or agent of VHS and/or its affiliates as a consequence of such report or investigation assistance.

PURPOSE:

Consistent with the philosophy of VHS and its affiliates, this policy was drafted to ensure that “Whistleblower” protection is guaranteed. This policy specifically affords protections for employees who make good faith reports of violations of law, regulation, policy or procedure.

PROCEDURE:

Any employee as defined under Section I., POLICY, herein, who feels that they have been discriminated against or retaliated against by a representative of VHS or its affiliates because of the employee's good faith report of violations of law, regulation, policy or procedure or because of rendering investigative assistance should contact RVCC Compliance Manager and/or the VHS Corporate Compliance Officer.