

WELLSPAN HEALTH
CODE OF CONDUCT

All Board Members, Employees, Students, and Volunteers of WellSpan Health and its related organizations have an obligation to act in ways that will merit the trust, confidence, and respect of the community we serve, other health care providers, and all of those with whom we interact. In my role with WellSpan Health, I will endeavor to promote the highest standard of conduct by:

- Upholding the vision, mission, and values of WellSpan Health;
- Treating others with respect at all times; honoring patient rights, standards of patient safety and patient confidentiality; reporting any incident of dishonesty, behavioral misconduct, ***disruptive behavior***, disrespect, harassment, or other reportable matter to the proper authorities and bearing truthful witness in the investigation of such concerns; ***examples of disruptive behavior include profane/angry language or yelling, throwing objects and other behaviors defined in HR Policy ER-50, Corrective Action.***
- Conducting all activities with integrity, honesty, respect, fairness, and good faith in a manner that will reflect positively on WellSpan Health and its affiliates;
- Complying with any federal, state, and local laws, statutes, and regulations with which the organization or my profession must comply and are applicable to my individual, professional, or position responsibilities within the organization.
- Refraining from any action or participation in any activity that undermines or compromises the credibility and dignity of WellSpan Health including the community standing, business interest, and/or reputation of any entity, affiliate, or individual; ***This shall include appropriate conduct towards neighboring businesses and property with regards to littering, loitering, parking and tobacco related issues.***
- Avoiding the unauthorized use of professional and/or business relationships for personal gain, including preferential treatment through WellSpan Health providers, suppliers, or affiliates;
- Being truthful in all forms of professional and organizational communications and taking steps to avoid or stop the dissemination of information that is false, misleading, and deceptive.
- Refraining from any form of retaliation for another’s good faith reporting of a violation of this code or utilization of an established reporting process to disclose what one believes to be a reportable matter;
- Accepting no gifts or benefits offered with the expectation of influencing a decision or enhancing treatment when conducting business on behalf of WellSpan Health and its affiliates;
- Maintaining the confidentiality of privileged business and personal information, including the protection of information and access to files, records, and electronic systems, and managing the use of keys, passwords, and codes that could enable access to any protected location, system, or information.

I understand that failure to comply with the ***CODE OF CONDUCT*** will result in corrective action as prescribed in Administrative and Human Resources policies and could result in termination of my relationship with WellSpan Health. I further acknowledge my understanding that WellSpan Health will proactively cooperate with any criminal investigation of my behavior.

Date

Signature

Print Name