

Protection of Healthcare Employees Who Report or Refuse to Commit Illegal Acts

This poster describes some important parts of the law. A copy of the complete statute may be obtained on the website of the Vermont Legislature at <http://www.leg.state.vt.us/statutes/statutes2.htm>

Vermont Law (Title 21, V.S.A., Sections 507 - 509) requires every hospital and nursing home employer to place this poster in the work place where employees can easily see it.

It is illegal for your employer to fire you, threaten you, retaliate against you or treat you differently because:

1. You reported a violation of the law by your employer to any person, entity, or public body;
2. You reported a medical error or improper quality of patient care by your employer to any person, entity, or public body;
3. You reported something that risks someone's health or safety;
4. You have objected or refused to participate in any activity, policy, or practice of your employer that you reasonably believe is a violation of a law or constitutes improper quality of care, or that will endanger your life; or
5. You have been involved in an investigation or hearing held by the government.

You **are** protected by this law **ONLY** if:

1. You are employed by a hospital, or nursing home; and,
2. You tell your employer about the problem and allow a reasonable time for it to be corrected; or
3. You have good reason to believe that your employer will not correct the problem.

If you have been fired or retaliated against by your employer due to a violation of this law, you may:

1. use any available internal process, grievance procedure, or similar process available to you to maintain or restore any loss of employment rights with your employer; or
2. bring an action in the superior court of the county where the retaliation by your employer occurred.

To report a violation, unsafe condition or practice or an illegal act in your workplace, contact:

(The employer should fill in this information)

(Name)

(Title)

(Location)

(Phone)

Equal Opportunity is the Law. The State of Vermont is an Equal Opportunity/Affirmative Action Employer. Applications from women, individuals with disabilities, and people from diverse cultural backgrounds are encouraged. Auxiliary aids and services are available upon request to individuals with disabilities. 711 (TTY/Relay Service) or 802-828-4203 TDD (Vermont Department of Labor).

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