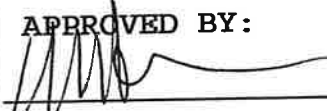


COUNTY OF IMPERIAL
DEPARTMENT OF BEHAVIORAL HEALTH SERVICES
POLICY AND PROCEDURE MANUAL

SUBJECT: Compliance - Non-Retaliation	POLICY: 01-117
SECTION: Administration	EFFECTIVE DATE: 4-14-05
REFERENCE:	PAGE: 1 of 2
AUTHORITY: Behavioral Health Director as the Local Mental Health Director/Alcohol and Drug Administrator	SUPERSEDES: New Policy
	APPROVED BY: 

PURPOSE: To establish a policy to ensure that staff is aware that ICBHS will not tolerate any form of retaliation for reporting an alleged compliance offense(s).

NOTES: Imperial County Behavioral Health Services (ICBHS) is committed to the establishment of a culture that promotes the prevention, detection, and resolution of instances of conduct that do not conform to law, regulation, or county policy, procedure, or ICBHS Code of Ethical Conduct Policy.

To encourage the development and maintenance of this culture, ICBHS has established a strict non-retaliation policy to protect from retaliation individuals who in good faith report known or suspected inappropriate conduct or non-compliant activities.

DEFINITIONS: ICBHS: Imperial County Behavioral Health Services

In good faith: The individual reasonably believes or perceives the information reported to be true.

POLICY: ICBHS will not tolerate any form of retaliation against an employee for reporting an alleged offense(s).

It is ICBHS policy for supervisors, managers, and staff not to intimidate, threaten, coerce, discriminate against, or take other retaliatory action against any staff member for filing a report, or assisting or participating in an investigation.

No disciplinary action or retaliation will be taken

against an employee for reporting in good faith a perceived compliance issue, problem, concern, or violation.

All instances of retaliation, retribution, or harassment against reporting staff will be brought to the attention of the Compliance Officer who will, in conjunction with legal counsel and human resources, investigate and determine the appropriate discipline, if any.

All ICBHS supervisors and managers are responsible for enforcing this policy.