

# Healthcare Whistleblower's Protection Act

**VERMONT**  
**DEPARTMENT OF**  
**LABOR**

## 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.

**This poster may be copied**

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)

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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).