There is protection for Healthcare Employees Who Report or Refuse to Commit Illegal Acts*

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 your employer has retaliated against you 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)

______________________________
(Telephone)

* A copy of the complete statute can be found at: http://legislature.vermont.gov/statutes/chapter/21/005
This poster may be copied.