

Compliance Quandary January, 2017

Non-Retaliation

Joanne has been employed at UConn Health for five years, is considered by her supervisor to be an excellent worker and is well-liked and respected by her colleagues. A few weeks ago, Joanne contacted the Compliance Office to report a concern about departmental business practices that she believes violate UConn Health policy and perhaps federal law. Shortly after contacting the compliance office, Joanne noticed a change in the demeanor of her supervisor. She sometimes feels intimidated and “singled out” by her supervisor. In addition, a recent evaluation showed a significant decline in Joanne’s performance rating even though she had not been informed of any performance concerns and she believes the quality of her work has not changed.

Could this be retaliation? If so, what are Joanne’s options?

UConn Health employees are strongly encouraged to report any compliance concern or situation which they believe is or may be a violation of institutional policy, state or federal law, or other standards and regulations. It is important that employees feel safe in coming forward with compliance concerns and, for this reason, UConn Health has a [Non-retaliation Policy](#) which strictly prohibits any type of retaliatory behavior.

Retaliation is defined as “any inappropriate or unsubstantiated action taken or threatened against an employee because the individual has, in good faith, made an allegation concerning the violation of state or federal law, University policy, rule or regulation or has participated in any manner with an investigation of such allegation.” Retaliation may adversely affect an employee’s rights and can take the form of negative work or social actions.

Any employee who believes he or she has experienced retaliation as a result of reporting a compliance complaint or concern should report the matter to one of the following:

- ❖ The Office of Audit, Compliance and Ethics;
- ❖ Labor Relations in the Department of Human Resources;
- ❖ The Office of Institutional Equity;
- ❖ Police Department.

If appropriate, employees will be directed to the department that can best address their specific complaint of retaliation. Employees covered by a collective bargaining contract are also encouraged to contact their union for assistance.

Employees who file compliance complaints in bad faith, provide information that they know is false or participate in illegal activities are not protected by the *Non-Retaliation Policy*.

For questions or for more information, please contact the Office of Audit, Compliance and Ethics at 860-679-4180 or compliance.officer@uchc.edu