



**OO14 – The policies and procedures that permit and encourage nurses to confidentially express their concerns about their professional practice environment without retribution.**

UVA Health System has several policies and procedures that address one or more aspects requested in this standard. Given the overlap among them, for brevity's sake, Table 1 below organizes which aspects are addressed in each. The organization takes all concerns seriously and follows up on allegations in order to address any systems issues or misconduct and continuously improve the quality of our services.

**Abbreviations used in categories of policies below:**

- UVA: University of Virginia; governs academic entities as well as Health System
- MCP: Medical Center Policy
- HRP: Medical Center Human Resources Policy

**OO14 Table 1. Summary of Exhibits That Address Aspects of OO14 Standard**

| Exhibit  | Encouraged to Report Concern | Confidentiality or Anonymity | Protection From Retaliation | Organization Addresses Concern |
|--|------------------------------|------------------------------|-----------------------------|--------------------------------|
| <ul style="list-style-type: none"> <li>• <sup>XREF</sup> Exhibit OO12.bi: MCP 0105: Ethics and Patient Care Consultation</li> </ul>  | stated                       |                              |                             |                                |
| <ul style="list-style-type: none"> <li>• Exhibit OO14.a: MCP 0217: Corporate Compliance Auditing and Monitoring Program</li> </ul>   |                              | stated                       |                             | stated                         |
| <ul style="list-style-type: none"> <li>• Exhibit OO14.b: MCP 0235: Compliance Code of Conduct</li> </ul>   |                              |                              |                             | stated                         |
| <ul style="list-style-type: none"> <li>• Exhibit OO14.c: UVAHS Corporate Compliance Website, including full Compliance Code of Conduct: Staff Responsibilities and Confidential Reporting Resources</li> </ul> | stated                       | stated                       | stated                      | stated                         |



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|--|------------------------------|--|-----------------------------|--------------------------------|
| • <a href="#">XREF Exhibit OO15.k:</a><br>MCP 0283:<br>Behavioral Code of Conduct  | stated                       |  | stated                      | stated                         |
| • <a href="#">XREF Exhibit OO15.m:</a><br>MCP 0262:<br>Standards for Professional Behavior                                 | stated                       | (Anonymous reports will not be acted upon) |                             | stated                         |
| • <a href="#">XREF Exhibit OO15.i:</a><br>HRP 701: Employee Standards of Performance and Conduct                           | stated                       |  | stated                      | stated                         |
| • <a href="#">XREF Exhibit OO16.a:</a><br>MCP 0291: Clinical Staff Code of Conduct   | stated                       |  | stated                      | stated                         |
| • <a href="#">XREF Exhibit OO15.d:</a><br>MCP 0255:<br>Mandatory Reporting of Healthcare Practitioners                     | stated                       |  |                             | stated                         |
| • <a href="#">XREF Exhibit OO16.b:</a><br>MCP 0279:<br>Professional Practice Evaluations for Members of the Clinical Staff | stated                       | stated                                     |                             | stated                         |
| • <a href="#">XREF Exhibit OO11a:</a><br>MCP 0280: Allied Health Professionals Practice Evaluations                        | stated                       |  |                             | stated                         |
| • <a href="#">XREF Exhibit OO12.a:</a><br>MCP 0021:<br>Confidentiality of Patient Information                              | stated                       |  | stated                      | stated                         |
| • <a href="#">XREF Exhibit OO12.b:</a><br>HRP 707: Violations of Confidentiality   | stated                       | stated                                     |                             | stated                         |



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| • <sup>XREF</sup> Exhibit OO17.a: MCP 0132: The Quality Reporting Process            | stated                       |                              |                             | stated                         |
| • <sup>XREF</sup> Exhibit OO12.am: MCP 0175: Threat Assessment at the Medical Center | stated                       |                              |                             | stated                         |