

NURSING PERSONNEL HOMECARE, INC.

COMPLIANCE AND ETHICS HOTLINE

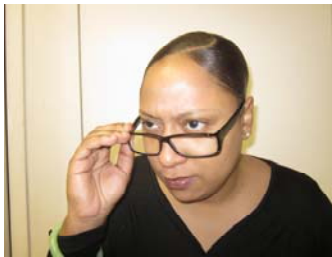
1-877-210-1013 or 1-718-534-6230

24 hours a day. Toll-Free. Confidential

Hear It



See It



Report It



Don't ignore problems. In fact, as a Nursing Personnel Homecare employee you have an obligation to take action when you witness or suspect ethical or policy violations.

WHEN TO ACT? Take action when you witness or suspect:

- Violation of our code of conduct
- Violation of any law, regulation or rule, including safety or privacy violations, theft or other criminal misconduct
- Abusive, intimidating or retaliatory behavior, threats of workplace violence, sexual discrimination, harassment, or other serious misconduct by managers or colleagues.
- Conflict of interest or unfair dealings

HOW TO ACT? You have several options:

- Express your concerns. Think about the problem and then suggest an alternative to the parties involved.
- Take your concerns to leadership. Talk to your compliance officer, supervisor or to a senior administrator at Nursing Personnel.
- Call the Nursing Personnel Homecare Compliance and Ethics Hotline. Use the toll-free number. It is available 24 hours a day/7 days a week. All calls will be handled confidentially and anonymous reports will be accepted.