



# BAPTIST HEALTH DEACONESS

## STANDARDS OF CONDUCT

To help us achieve our Mission in a practical, professional, and ethical way, we have established Standards of Conduct for all employees, agency personnel, volunteers and medical staff within our System:

The business of BHD will be conducted according to all applicable federal, state and local laws.

All individuals working within BHD will perform their responsibilities in light of our Mission and with honesty, integrity and professionalism.

All individuals working within BHD should perform their responsibilities in ways that avoid conflicts of interests; this includes our employees, agency personnel, volunteers, and the medical staff within BHD.

All billing by BHD entities will be for the services and items actually provided, in keeping with the rules of the government and other payers.

When working with our medical staff, contractors and other healthcare organizations whether internal or external, all BHD employees will conduct themselves in keeping with applicable laws, in particular, those laws that prohibit fraud and abuse, waste, restraint of trade and improper benefits.

All individuals within our BHD entities will strive to maintain a cooperative relationship of mutual trust with all government agencies.

BHD will vigorously pursue its Corporate Responsibility Program to achieve all Compliance Objectives and to develop a culture of compliance throughout BHD.

Licensed and other professional employees working at BHD are expected to adhere to any ethical standards required by their respective licensing agencies and to follow any ethical guidelines recommended by their professional association.