

	Ethics & Compliance Department	
	Policy No.: 63	Created: 01/2018
		Reviewed: 09/2024
	Revised:	

HIPAA: DISCIPLINE

SCOPE:

All Envision Healthcare teammates. For purposes of this policy, all references to “teammate” or “teammates” include temporary, part-time and full-time employees, independent contractors, clinicians, officers and directors.

PURPOSE:

Envision Healthcare Operating, Inc. and its subsidiaries and affiliates (“Envision” or “the Company”) has adopted this Discipline policy to address the specific corrective actions associated with the Company’s approach to enforcing its privacy and security policies.

POLICY:

Violations of specific policies and procedures designed to protect the privacy of protected health information shall result in corrective disciplinary action, up to and including termination of employment for cause. Independent contractors or agents of the Company may be subject to termination of their contract or relationship with the Company among other sanctions.

The discipline taken against a teammate who violates the provisions of the Company’s Privacy Policies and Procedures or federal and state laws, or who have otherwise engaged in wrongdoing, will be determined on a case-by-case basis. Disciplinary action will be taken on a fair and equitable basis. The consequences of non-compliance will be consistently applied and enforced.

POLICY REVIEW

The Ethics & Compliance Department will review and update this Policy, when necessary, in the normal course of its review of the Company’s Ethics & Compliance Program.