

CORPORATE COMPLIANCE PROGRAM

In order to ensure that the mission of the TCH IDS is never compromised, it is the intent of the organization to develop and maintain an ethical environment in all aspects of its operations.

Texas Children's Hospital is proud of its long-standing tradition of providing healthcare services to the community in an ethical and legal manner. Dedication to high ethical standards and compliance with the law in the performance of our daily tasks is one of the principles that reflect our culture throughout Texas Children's Hospital and the Integrated Delivery System.

All persons who act on behalf of the Hospital or any of the TCH IDS components are expected to adhere to this principle whether in dealings with other employees, patients and their families, vendors, competitors, government regulators, third party payors, or the general public. Any violations of legal or ethical standards can jeopardize the welfare of the TCH IDS, its employees and patients, and the community we serve.

There is always the chance that a mistake can be made in facilities and organizations as large and complex as Texas Children's; some of those mistakes may involve noncompliance with legal, billing, or ethical standards. It is important that we correct such mistakes when they are discovered. Thus, if an employee or volunteer is aware of a violation, the employee or volunteer is encouraged to bring that matter to the attention of his or her supervisor. However, if the employee or volunteer does not want to discuss the matter with his or her supervisor, any suspected violations can be reported using our Corporate Compliance Program hotline, call the Ethics Line, at 1-800-500-0333. The Ethics Line fax number is 1-800-500-0993. The Ethics Line is available 24 hours a day, seven days a week.

CODE OF ETHICAL BEHAVIOR

Fostering an ethical workplace environment is the responsibility of every employee and volunteer. To assist employees and volunteers in that endeavor, all employees and volunteers of the TCH IDS are expected to adhere to the following standards:

- Comply with all laws, regulations and policies.
- Conduct all business interactions with honesty, integrity, respect, fairness, and good faith.
- Uphold the values, ethics, mission and goals of the TCH IDS.
- Disclose promptly any direct or indirect financial or personal interests that pose potential or actual conflicts of interest.
- Accept no offered gifts or benefits which create an express or implied obligation of perception of an obligation on the part of TCH IDS.
- Report suspected wrongful conduct promptly and in good faith.
- Maintain the confidentiality of patient/member information and records consistent with IDS policy.
- Maintain the confidentiality of business information and records consistent with IDS policy.

I have read the Corporate Compliance Program documentation and agree to comply fully with the standards denoted in the document.

Printed name

Signature

Social Security Number

Date