

CODE OF ETHICS

Applicability: This policy applies to all Oak Hill employees, officers, corporators, committee members, directors and agents.

- A. Oak Hill expects its officers, corporators, directors, committee members, employees and agents to act in accordance with the highest standards of personal and professional integrity in all aspects of their activities, to comply with all applicable laws, rules, regulations and professional standards, to deter wrongdoing and to abide by all applicable policies and procedures of the organization.
- B. Each officer, corporator, director, committee member, employee and agent shall:
1. Engage in and promote honest and ethical conduct.
 2. Avoid conflicts of interest and any material transaction or relationship that reasonably could be expected to give rise to such a conflict.
 3. Respect the confidentiality of information acquired in the course of his/her duties.
 4. Provide colleagues with information that is accurate, complete, objective, relevant, timely and understandable.
 5. Comply with applicable laws, rules and regulations of federal, state and local governments.
 6. Promptly report any violation of this Code of Ethics to the designated Compliance Officer, the President, or the Chairperson of the Board of Directors.
 7. Not retaliate in any manner against any person who, in good faith, reports an alleged violation of Oak Hill's policies, procedures, this Code of ethics, or law.
 8. Act in good faith, with due care, competence and diligence, without misrepresenting material facts or allowing independent judgment to be subordinated.
 9. Assure the responsible use and control of all assets, resources and information in the possession of Oak Hill.
- C. The Board of Directors shall have the discretionary authority to approve any deviation or waiver from this Code of Ethics and what actions, if any, to take in cases of apparent violations involving officers, corporators, members of the Board

of Directors, or committee members. Violations of this Code of Ethics by staff, other than officers, are subject to disciplinary action up to and including termination. Action taken may be appealed in accordance with human resource policies and procedures and the bargaining unit contract as they pertain to grievances and appeals.

Cross-reference: Confidentiality and Privacy
 Conflicts of Interest
 Medicaid Fraud
 No Solicitation/No Distribution
 Standards of Conduct and Workplace Behavior

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