

# whistleblower

## Healthcare Whistleblower's Protection Act



Vermont Law  
(Title 21, V.S.A.,  
Sections 507 - 509)  
requires every hospital  
and nursing home  
to post this notice.

### There is protection for Healthcare Employees Who Report or Refuse to Commit Illegal Acts\*

#### It is illegal for your employer to fire you, threaten you, retaliate against you or treat you differently because:

1. You reported a violation of the law by your employer to any person, entity, or public body;
2. You reported a medical error or improper quality of patient care by your employer to any person, entity, or public body;
3. You reported something that risks someone's health or safety;
4. You have objected or refused to participate in any activity, policy, or practice of your employer that you reasonably believe is a violation of a law or constitutes improper quality of care, or that will endanger your life; or
5. You have been involved in an investigation or hearing held by the government.

#### You are protected by this law ONLY if:

1. You are employed by a hospital, or nursing home; and
2. You tell your employer about the problem and allow a reasonable time for it to be corrected; or
3. You have good reason to believe that your employer will not correct the problem.

#### If you have been fired or your employer has retaliated against you due to a violation of this law, you may:

1. Use any available internal process, grievance procedure, or similar process available to you to maintain or restore any loss of employment rights with your employer; or
2. Bring an action in the superior court of the county where the retaliation by your employer occurred.

To report a violation, unsafe condition or practice or an illegal act in your workplace, contact:

(The employer should fill in this information)

Sarah Jones

(Name)

HR

(Title)

Minnetonka MN

(Location)

952-767-1004 ext 2067

(Telephone)



DEPARTMENT OF LABOR

WWW.LABOR.VERMONT.GOV

\* A copy of the complete statute  
can be found at:

[http://legislature.vermont.gov/  
statutes/chapter/21/005](http://legislature.vermont.gov/statutes/chapter/21/005)

This poster may be copied.

#### FOR MORE INFORMATION

CALL THE VERMONT DEPARTMENT OF LABOR | 1-802-828-0267 | TTY/Relay Service at 711 | TDD services at 1-800-650-4152

Auxiliary aides and services are available upon request for individuals with disabilities.

Interpretive services are also available for persons with limited English proficiency.