

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

(Name)
(Title)
(Location)
(Phone)

VERMONT 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
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.



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