Compliance & Ethics

14 GOVERNMENT ETHICS RULES

1. All employees must adhere to these rules
2. Employees shall not hold financial interests that conflict with their duties
3. Employees shall not engage in financial transactions using nonpublic Government info or allow the improper use of such information to further any private interest.
4. Employees shall not solicit, or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by VA.
5. Put forth honest effort in the performance of their duties.
6. Shall not knowingly make unauthorized commitments or promises of any kind purporting to bind the Government.
7. Shall not use public office for private gain.
8. Act impartially and not give preferential treatment to any private organization or individual.
9. Protect and conserve Federal property and shall not use it for other than authorized activities.
10. Not engage in outside employment or activities, including seeking or negotiating for employment, that conflict with official Government duties and responsibilities.
11. Disclose waste, fraud, abuse, and corruption to appropriate authorities.
12. Satisfy in good faith their obligations as citizens, including all just financial obligations.
13. Adhere to all laws and regulations that provide equal opportunity of all Americans regardless of race, color, religion, sex, national origin, age or handicap.
14. Endeavor to avoid any action creating the appearance that they are violating the law, or the ethical standards set forth in the Standards of Ethical Conduct. Whether circumstances create an appearance that the law or these standards have been violated shall be determined from the perspective of a reasonable person with knowledge of the relevant facts.

ogcmidwestethics@va.gov

HOW TO REPORT AND ETHICS CONCERN
• Call 1-855-ETHICS8 (1-855-384-4278)
• Click on the Ethics Button on the Intranet Home Page
• Place an Ethics Consult in CPRS
• Integrated Ethics SharePoint site
WHEN TO REQUEST AN ETHICS CONSULT
If you are facing uncertainty or conflict about values or have an ethics concern that cannot be resolved by identifying legal and ethical standards and applying those standards, it may be appropriate to request an ethics consultation.

In health care, ethical concerns often relate to:

- Shared decision making with patients
- Patient privacy and confidentiality
- Business and management
- The everyday workplace
- Government service

Who Can Request and Ethics Consult?
Anyone can ask for an ethics consultation. This includes staff, patients, and family members. Requesting an ethics consultation does not mean anybody has done anything wrong or is behaving unethically. In VHA, we all have a duty to promote ethical health care practices. Consultation on ethical concerns are routine, expected and encouraged.

WHISTLEBLOWER RETALIATION
An agency official shall not retaliate against and employee for whistleblowing. 5 U.S.C §2302 (b)(8)
This PPP Prohibits agency officials from taking, failing to take, or threatening to take a personnel action because of an employee’s whistleblowing. To prove whistleblower retaliation, one must show:

- The employee must have disclosed what he or she reasonably believes to be a violation of law, rule, or regulation; gross mismanagement; gross waste of funds; an abuse of authority; or a substantial and specific danger to public health or safety.
- The personnel action in question must have been taken (or not taken, such in the case of a promotion), threatened, or influenced by an official who knew of the employee’s disclosure; and
- The employee’s disclosure was a contributing factor in the personnel action.