



**DENVER
HEALTH™**
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FOR LIFE'S JOURNEY

2025

DENVER HEALTH CODE OF CONDUCT

The Denver Health Way



WHAT WE DO

And How We Do It



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Denver Health has been serving our community for more than 160 years.

We have developed a reputation as a trusted community partner that acts with integrity and can be relied on. That reputation was earned by the actions and character of tens of thousands of caregivers and leaders who have served our mission in the following ways:

- High-quality care provided throughout our hospital, school-based health centers, and family health centers.
- Access to care that we champion through our clinics and our patient- focused Health Plans.
- Additional support for the Denver and wider community through our valuable paramedic services, poison and drug safety center and many other community services.

It is our privilege to continue their great work and preserve their legacy.

We have developed this Code of Conduct to help you understand what we expect from our team members. Please remember that your actions and attitude at work leave a lasting impression on our patients, team members, professions, and the community we serve. We trust you to ensure that the Denver Health of today lives up to the expectations we have set over the last 160 years and to make a positive impact on others by always acting with integrity.

Thank you for your dedication to Denver Health and for your commitment to living our values as we strive to achieve our mission together.

DONNA LYNNE, DrPH
Chief Executive Officer

LONDON PALMER
Chief Compliance & Audit Officer



WHO WE ARE

Mission, Vision, and Values

Our mission is at the core of who we are and “the why” behind all we do. Being mindful of our purpose and guiding beliefs will help us continue to make Denver Health an organization we can all be proud of.

THE DENVER HEALTH MISSION AND VISION

- Provide all in our community with access to the highest quality and equitable health care regardless of their ability to pay.
- Educate the next generation of healthcare professionals serving our community.
- Engage in research and community partnerships to better deliver the health care needs of our patients; and
- To be the most trusted health care provider in Colorado.

DENVER HEALTH VALUES

- **Respect** – With courtesy and consideration, we treat others as we hope to be treated.
- **Belonging** – Denver Health provides a welcoming, compassionate and inclusive care and work environment for all – focused on fairness, dignity and connection.
- **Accountability** – We take responsibility for our actions and for how they impact our commitment to excellent patient care and sustaining our operations.
- **Transparency** – We are open and honest at all levels of our integrated healthcare system. We encourage open communication to foster growth, trust and responsibility.

WHO IS RESPONSIBLE FOR FOLLOWING THE CODE OF CONDUCT?

Denver Health is committed to demonstrating our values at all times and in all that we do. Everyone who works for or on behalf of Denver Health is expected to know and obey all applicable laws, regulations, Denver Health policies and procedures, Medical Staff Bylaws, Rules, and the Code of Conduct. This expectation applies to all Board members, executives, and employees of Denver Health, contract staff, vendors, community partners, volunteers, students, residents and fellows, researchers, and to the entire Denver Health workforce. All Denver Health team members must use good judgment, be accountable for their actions, and conduct business with integrity while keeping the interests of Denver Health, patients, and health plan members in mind. Remember that your actions, both at work and in the community, have the ability to impact Denver Health. Denver Health team members are expected to refrain from engaging in any activity that reflects poorly on our reputation or creates liability for Denver Health. This expectation includes activity on and off Denver Health property and applies to times at and away from work.

Any Denver Health team member who fails to meet these expectations may be subject to disciplinary action, up to and including involuntary separation from employment or affiliation with Denver Health. Certain actions prohibited by Denver Health policy may also be prohibited by law, meaning noncompliance could also result in personal criminal or civil prosecution.

ADDITIONAL EXPECTATIONS FOR LEADERS

Denver Health leaders have the unique opportunity to inspire others and should promote a culture of compliance by encouraging their teams to do the same. Do not create or tolerate a culture wherein team members feel it is acceptable to bend the rules, ignore policies, or skip steps. Leaders can show their support by:

- Demonstrating their personal commitment to follow the code of conduct and ethical business practices.
- Creating an environment in which Denver Health team members are encouraged to report concerns and ask questions without fear of retaliation.
- Guaranteeing that team members complete all necessary training and education regarding general and position-specific requirements.

REFER TO AND FOLLOW LAWS, REGULATIONS, AND POLICIES

The Code of Conduct does not address every situation or issue that you may face. The Code of Conduct provides general direction on a broad range of issues. There may be laws, regulations, Denver Health policy, or other formal Denver Health documents (such as Medical Staff Bylaws) that have more specific information. It is expected that you will obey all laws and formal Denver Health Policies and seek clarification from leadership when you are unsure of how to act.



BE PATIENT FOCUSED

EARN THE TRUST OF OUR PATIENTS AND PLAN MEMBERS

PROVIDE SAFE AND HIGH-QUALITY SERVICES

Denver Health is dedicated to providing safe and high-quality care for our patients and members. This dedication can be seen in the culture of safety that has been fostered by encouraging attentiveness and devotion to our patients. We respect our patients and members and deliver compassionate care. Denver Health has a comprehensive quality and safety program to provide strategic oversight for prioritizing attentiveness and dedication to patient needs while ensuring safe and effective care. This commitment to quality of care and patient safety is an obligation of every Denver Health team member.

PROTECT PATIENT AND MEMBER RIGHTS

At Denver Health we treat our patients and members with dignity, compassion, and the utmost respect for their rights. We base all patient care decisions on the medical necessity of patient needs, not personal or organizational financial gain.

Denver Health makes no distinction in the availability of care. Services are provided to all patients, regardless of a patient's age, gender, disability, race, color, religion, sex, sexual orientation, gender identity, or national origin, including persons who have limited English proficiency. Denver Health recognizes and respects the diverse backgrounds and cultures of its patients.

Patients, members and/or their representatives are offered a written statement of patient rights and a notice of privacy practices. These statements outline the rights for informed decision-making regarding medical treatment, payment, and health information. Team member should always act in a way that preserves these rights and shows respect for the patient and their choices.

Refer to [Patient Rights and Responsibilities](#), [Discrimination and Harassment Prevention](#), [Notice of Privacy Practices](#), and the [Concern/Complaint/Grievance](#) for more information.

REPORT PATIENT SAFETY EVENTS

Denver Health team members play a critical role in promoting and ensuring high-quality and safe care for our patients. We expect you to speak up through appropriate channels if you believe the Denver Health commitment to quality and patient safety are being compromised. Channels to report quality and safety concerns include telling your supervisor or other leaders in the organization, completing an adverse event report through STARS, contacting the Office of Quality and Patient Safety, or reporting through the Denver Health ValuesLine.

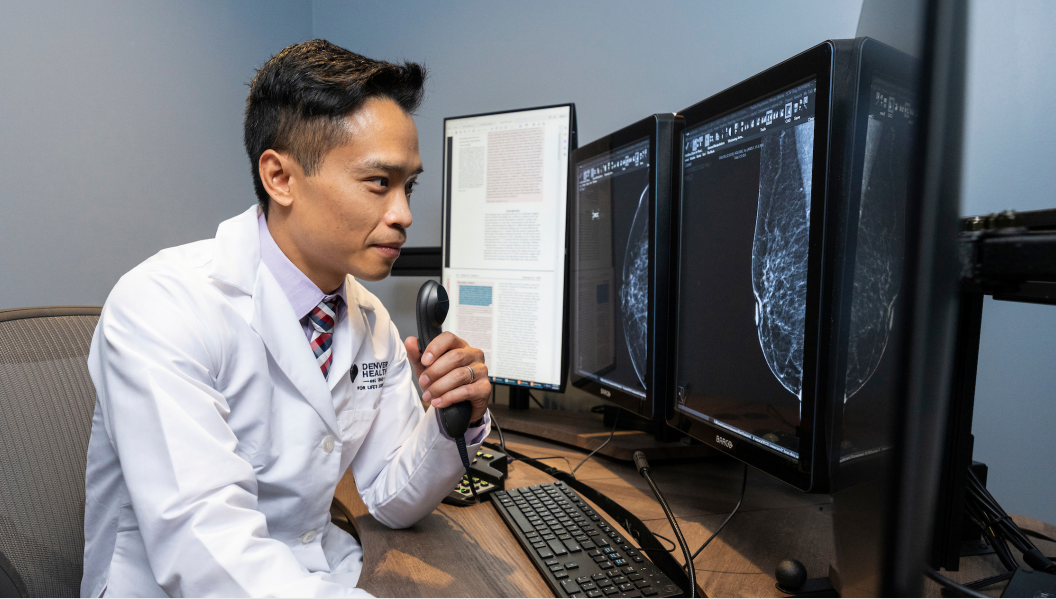
Refer to [Occurrence Reporting](#) for more information.

COMPLY WITH THE EMERGENCY MEDICAL TREATMENT AND ACTIVE LABOR ACT (EMTALA)

Denver Health provides emergency medical screening examination and necessary medical stabilization to all patients in need of emergency care provided that we have the capacity and capability. Anyone presenting at the Denver Health Emergency Department with an emergency medical condition is treated.

Denver Health does not make emergency medical decisions based on the patient's ability or inability to pay. Patients are transferred in accordance with EMTALA and other applicable state and federal regulatory and statutory requirements.

Refer to [Emergency Medical Treatment and Active Labor Act \(EMTALA\)](#), [Missing Persons and Leaving Against Medical Advice](#), [Transfer of Acute Trauma Patients by Private Occupancy Vehicle \(POV\) WPMC](#), [Interfacility Adult and Pediatric Trauma Patient Transfer from WPMC](#), and [Patient Services](#) for more information.



SAFEGUARD CONFIDENTIAL INFORMATION

Denver Health collects and stores a wide variety of information about patients, employees, independent healthcare providers, researchers, business partners, and other outside entities and individuals. This information can be sensitive or proprietary and should be handled in a way that ensures confidentiality. This information should only be used for official Denver Health purposes. We must ensure that we are protecting this information responsibly and in accordance with applicable privacy and security laws.

PATIENT HEALTH INFORMATION

Patients trust us to protect their personal information. This includes their medical information including history, medication, family illnesses, and insurance coverage, as well as personal and identifying information such as their name, date of birth, and contact information. We are committed to appropriately handling and protecting confidential information consistent with the Health Insurance Portability and Accountability Act (HIPAA) and other privacy laws. We do not use, disclose, or discuss protected health information (PHI) with others unless it is necessary to serve the patient/member or the disclosure is permitted by law. If you handle or have access to patient information as part of your job, you are responsible for being familiar with and following Denver Health's privacy policies and Notice of Privacy Practices.

Employees who receive their care at Denver Health have the same privacy rights and protections as non-employee patients. Information about an employee gathered from a treatment setting should not be disclosed to Human Resources supervisors or other co-workers.

Refer to [Protected Health Information Uses and Disclosures without Authorization](#) for more information.

Accessing your family or friend's information: You are not permitted to check for an upcoming appointment, view test results, or access any information of a family member or friend in any of Denver Health's medical record or claims systems for personal (non-worked related) reasons. Use MyChart or follow appropriate release of information processes and do not use Denver Health systems that you have access to as an employee for personal purposes.

Accessing a co-worker's chart: You are not permitted to access medical or other personal information of Denver Health employees unless you are providing services as a part of your Denver Health duties.

CONFIDENTIAL BUSINESS INFORMATION

Confidential business information refers to proprietary information about Denver Health's strategies and operations as well as patient information and third-party information. Confidential information covers virtually anything related to Denver Health's operation that is not publicly known. Improper use or disclosure of confidential business information could violate legal and ethical obligations.

Denver Health team members may use confidential business information only to perform their job responsibilities and cannot share such information with others unless the individuals and/or entities have a legitimate need to know the information to perform their specific job duties to or carry out a contractual business relationship with Denver Health.

If an individual's employment or contractual relationship with Denver Health ends, the individual is still required to maintain the confidentiality of the information viewed, received, or used during the employment or contractual business relationship with Denver Health.

Refer to the [Confidentiality](#) policy for more information.

OTHER PERSONAL INFORMATION

Denver Health also maintains records for employees, members of the medical staff, vendors, contractors, and researchers. This may include contact information, salary information, employe history and status, social security numbers, and financial information such as bank accounts and tax information. This information should be protected and treated confidentially. It should only be used or shared for legitimate business purposes.

Refer to [Records Retention](#) for more information.



ENSURE INTEGRITY IN FINANCIAL AND BILLING MATTERS

PREVENT AND DETECT FRAUD, WASTE, AND ABUSE

Third party payors, including government payors such as Medicare and Medicaid, pay for the majority of healthcare services in the United States. This creates unique opportunities for fraud, waste, and abuse by misrepresenting medical care or improperly billing services. Committing or contributing to these actions can result in civil or criminal penalties. Enforcement often includes charges against healthcare organizations as well as personal charges against those involved in fraud or other behavior prosecutable under the False Claims Act.

Fraud is when false information is intentionally used or submitted to receive payment. This can include billing for services that were never received, billing for additional units, or billing for a complexity of treatment that does not match what was received by the patient.

Waste includes actions that create unnecessary costs to government healthcare programs or other payors. Overusing or overordering procedures, tests, imaging, or other services are examples of waste.

Abuse is when payment is received for items or services when there is no entitlement for that payment. This includes misrepresenting facts to obtain payment.

We all play a key role in helping to prevent and detect fraud, waste, and abuse at Denver Health. You are responsible for promptly reporting concerns and activity that could be considered fraud, waste, or abuse to your supervisor, the ValuesLine, or Enterprise Compliance Services.

ACCURATE RECORD KEEPING

Denver Health must be able to rely on accurate and complete records to make decisions, bill for services, and account to government and other external agencies. This includes medical records as well as financial records. We must ensure that our records accurately reflect our actions, costs, and work.

FINANCIAL RECORDS

We all are responsible for maintaining accurate financial records. Our records must be free of any false, misleading, or deceptive information. This includes cost reports, time reports, expense reports, and other documents. Prepare all financial documents in an honest manner that accurately reflects Denver Health's performance, costs, and financial position. All records should be kept in accordance with our accounting and finance policies as well as Generally Accepted Accounting Principles. Employees should respect financial controls that are in place and should not circumvent or take steps to get around controls designed to ensure financial safety and integrity.

MEDICAL RECORDS

Our medical documentation must be accurate, appropriate, and timely. You are responsible for promptly documenting patient conditions and clinical care in a way that is meaningful, honest, consistent, and respectful. Our documentation drives and supports services that we bill for. Do not fabricate information or document in a way that is misleading, intentionally confusing, or overly vague.

ANTI-TRUST & NON-COMPETITIVE BEHAVIOR

Denver Health requires team members to comply fully with all federal and state anti-trust laws in interactions with competitors, and to protect confidential Denver Health information and business practices. Federal law prevents competitors from collaborating on price setting and taking other actions to restrict competition. Denver Health should not collaborate with competitors to create strategy related to payor relations, patient recruitment, service line establishment, vendor management, or staffing.

Refer to [Compliance Program](#), [Documentation Addendums for Professional Coding and Billing](#), [False Claims, Fraud, Waste and Abuse](#), and [DHMP Fraud, Waste and Abuse](#) for more information.

RESPONSIBLE EXPENSE, INVOICE, PAYROLL, AND TIME REPORTING

Denver Health team members who submit any reports including but not limited to expense reports, invoices, and payroll and time records must do so completely, accurately and on time. When using the time-tracking system, you are indicating how you spent your work time, and as such, you must do so truthfully. When submitting an expense report, you are guaranteeing that the expenses were for legitimate business purposes on behalf of Denver Health. Reports of expenses, invoices, and payroll and time records must never be falsified and should always provide appropriate supporting documentation in alignment with associated Denver Health policies, procedures, guidelines, principles, and practices.

Refer to [Accounts Payable Invoice to Payment](#), [Payroll Processing](#), [Time and Effort Reporting](#), [Contract Policy](#), [Signature Authority for Expenditures](#), and [Non-Exempt Employees Time Card Documentation](#) for more information.

RESPONSIBLE CONDUCT WITH RESEARCH AND SPONSORED PROGRAMS

Denver Health regularly engages in research, including human subjects research and FDA-regulated clinical trials, to assist in advancing and addressing disparities in health care and in the discovery and development of new or more effective treatments and cures for conditions and diseases.

All Denver Health team members involved in Denver Health research must comply with all relevant laws, regulations, applicable Denver Health policies, and core values. Individuals engaged in research must also complete research-related trainings.

All Denver Health team members interested in conducting research at Denver Health must obtain the appropriate institutional approvals. Any person engaging in human subject research at Denver Health must obtain IRB approval prior to engaging in research. Any person engaging in animal research at Denver Health must obtain Institutional Animal Care and Use Committee (IACUC) approval prior to engaging in research. Any person engaging in FDA-regulated clinical trials must secure (or ensure the sponsor has secured) the appropriate FDA investigational device exemption or investigational new drug permissions to conduct the trial.

Refer to [Responsible Conduct of Research, Human Subject Protections and Informed Consent for Research Studies](#), [Responding to Allegations of Research Misconduct](#), and [Ancillary Billing for Research Studies](#) for more information.



MAKE DECISIONS THAT ARE OBJECTIVE AND FREE FROM IMPROPER INFLUENCE

AVOID CONFLICTS OF INTEREST

We have worked hard to build the trust of our patients, members, and community, and it is important to protect that trust by ensuring integrity in all that we do. This means eliminating actual or perceived improper influence in the decisions we make.

A conflict of interest occurs when a personal relationship or activity compromises (or could appear to compromise) your judgment at work or gets in the way of performing your job function. This could be a financial interest in a vendor or supplier whom Denver Health uses, or situations wherein a spouse or other immediate family member is employed by a competitor.

EXAMPLES OF POTENTIAL CONFLICTS TO AVOID INCLUDE:

- Making Denver Health job decisions that are personally beneficial but may not be in the best interest of Denver Health and its patients, clients, and members.
- Profiting financially from sources outside of Denver Health because of your role at Denver Health.
- Spending work time on activities other than Denver Health activities.
- Using Denver Health assets for purposes other than those directly related to your job at Denver Health.
- Having the potential to personally benefit financially from the outcomes of a research study or project that you are involved with.
- Supervising a family member working at Denver Health.
- Accepting or soliciting any fee, compensation, gift, gratuities, favors, payment of expense, or any other thing of monetary value from contractors, parties to subcontracts, vendors, or other outside parties, except as expressly authorized by policies of Denver Health.

KNOW THE OUTSIDE EMPLOYMENT BOUNDARIES

Full time employment at Denver Health is considered primary employment and should take priority over any other employment. Denver Health expects all Denver Health employees to be transparent and disclose any outside employment relationships, including self-employment or private practice, and non-paid activities that may compromise judgment, in accordance with Denver Health's Conflict of Interest Policy.

Business for approved outside or self-employment relationships should not be conducted on Denver Health time or using Denver Health resources including property, equipment, utilities, data, or non-public information. Soliciting Denver Health team members and patients for business related to your outside employment relationship is prohibited.

Physicians, Physician Assistants, Dentists, and other members of the Medical Staff who are employed by Denver Health may be eligible for liability limitations under the Colorado Government Immunity Act. It is critical that employed members of the Medical Staff disclose any outside practice of medicine to the Compliance Department to ensure that these liability limitations are protected or otherwise accounted for.

MAINTAIN APPROPRIATE CONTRACTOR AND VENDOR RELATIONSHIPS

Denver Health is committed to maintaining positive working relationships with contractors, third-tier downstream entities, and vendors. Denver Health's relationships with all contractors and vendors is impartial and are selected in accordance with written policies and procedures. Vendors will occasionally offer staff members gifts, business meals, or entertainment. Think carefully before accepting. All gifts, entertainment and business meals should be infrequent, unsolicited, and nominal. Consider the timing of the gift. Do not accept gifts or other business courtesies that could create the appearance of influencing business decisions.

GIFTS FROM PATIENTS, MEMBERS, AND VISITORS

There may be times when a patient, member or visitor wants to acknowledge a team member's exceptional service and offer thanks by providing a gift. Only perishable items such as food or flowers or small handmade gifts that cannot be returned or exchanged for cash value may be accepted and should (when possible) be shared with other team members. Items such as gift certificates, cash, or cash-equivalents should be declined. If a gift cannot be declined without offending the giver, the gift may be accepted and donated to the Denver Health Foundation. The Denver Health Foundation is the primary vehicle for accepting major gifts.

GIVING GIFTS FROM DENVER HEALTH

Generally, Denver Health resources should not be used to purchase gifts for vendors, patients, members, or government officials. There may be situations where this would be permissible, but before offering a gift or anything of value, you need to make sure that doing so does not violate any laws, Denver Health policies or procedures, or the recipient's gift policy. Gifts should not be given with the intention of influencing a decision.

Refer to the [Conflicts of Interest, Regulation of Pharmaceutical Industry Representatives, Third Party Vendor Representatives](#), and [Gifts and Interactions with Vendors, Patients and Visitors](#) policies for more information.

POLITICAL ACTIVITIES

Denver Health believes that everyone should be an engaged citizen. We encourage all eligible individuals to vote and exercise that right. However, you may not support a candidate, ballot issue or potential or current legislation in any of the following ways:

- Implying you speak on behalf of Denver Health;
- Including the cost of a donation, a fund-raiser, a dinner, or any other transaction as a Denver Health expense;
- Using or permitting the use of Denver Health space, assets, logo, or employees for political campaigning or lobbying; or
- Using Denver Health's email system to express personal political views.

Refer to [Solicitation/Distribution](#), and [Meeting Room Reservations for Internal and External Groups](#) for more information.



Cooperate with Government Authorities and Inquiries

The health care industry is highly regulated and as a result, Denver Health receives unannounced visits and inquiries from local, state, and federal agencies to which it must respond. All Denver Health team members must cooperate with government officials. If you are contacted by a governmental agency or representative in the course of your work duties or receive a subpoena or other legal document that is not addressed to you personally, your very first action – before doing anything else – is to immediately notify your direct supervisor, Enterprise Compliance Services, and the Office of General Counsel.

Refer to [Receipt of Subpoenas, Summons and Complaints](#) for more information.

INTERACTIONS WITH THE MEDIA

To avoid confusion and to represent the hospital with official messaging, Denver Health communicates with the media and community in a clear, unified voice. Any media inquiries, or requests to interview, issue of press releases or use of company logos must be coordinated and staffed by a member of Marketing and Communications. If you are contacted by a member of the media, please call the media relations team at **303-520-9591**.

Refer to [Release of Information to the Media](#) for more information.

SOCIAL MEDIA

When you use social media, use good judgment and be aware that all content, posts, and activity is public. We request that you be respectful of Denver Health and our employees, customers, patients, partners, affiliates, and others. Avoid using statements, photographs, video, or audio that reasonably could be viewed as malicious, obscene, threatening or intimidating; that disparages Denver Health or our employees, patients, customers, partners, and affiliates; or that might constitute harassment or bullying. Examples of such conduct might include: offensive posts

meant to intentionally harm someone's reputation or posts that could contribute to a hostile work environment.

Social media is not the appropriate place to report workplace concerns. Concerns should be made directly to the Denver Health ValuesLine, your direct supervisor, Human Resources, or other formal Denver Health communication channels.

Refer to [Social Media Use](#), [Accountability Based Performance](#), and [Violence in the Workplace](#) for more information.

PHYSICAL ACCESS TO DENVER HEALTH FACILITIES

To protect the safety and security of our team members and patients, as well as Denver Health assets, while at work:

- Wear your identification at all times.
- If you see people without identification, offer to assist in getting to their destination.
- If you see people without proper identification or without an escort in a restricted area:
 - Do not provide unauthorized people access to Denver Health facilities.
 - Offer to escort them to an appropriate area.
 - Get an authorized person to assist them.
 - Report them to security.

Refer to [Security Management Plan](#) and [Identification Badges](#) for more information.

MAINTAIN APPROPRIATE LICENSES AND CERTIFICATIONS

Team members, independent contractors, and care providers in positions which require professional licenses, certifications, or other credentials are responsible for maintaining the current status of their credentials and shall comply at all times with federal and state requirements applicable to their respective disciplines. To assure compliance, Denver Health reserves the right to require evidence of a current license or credential status.

Denver Health does not allow any team member, independent contractor, or care provider to work without valid, current licenses or credentials. Each individual must have evidence of current and valid licensure, certification, registration, accreditation, or credential as required by his or her position description.

Refer to [Maintaining Licensure, Certification, and/or Registration](#) for more information.

VALUE DIVERSITY, EQUITY, INCLUSION, AND BELONGING

At Denver Health, we want our patients, team members, and everyone we interact with to feel safe, respected, and valued. We value our differences and the new ideas and opinions those differences bring to our teams and our organization as a whole. Valuing people and ideas that are different than our own helps us to learn from new perspectives, both individually and collectively. We strive to build a culture that accepts all people for who they are and shows dignity and respect for all.

CREATE A HARASSMENT-FREE WORKPLACE

Each Denver Health team member has the right to work in an environment free of harassment and violent behavior. We do not tolerate harassment of anyone based on his or her diverse characteristics or cultural backgrounds.

Sexual harassment is explicitly prohibited. This prohibition includes unwelcome sexual advances or requests for sexual favors. Furthermore, verbal, non-verbal, or physical conduct of a sexual nature that interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment is not tolerated at Denver Health. Violence or the threat of violence has no place in any Denver Health work location. Denver Health is committed to maintaining a work environment free of any form of violence or harassment. Employees who observe or experience any form of harassment or violence should immediately report the incident to their supervisor, the HR department, a member of management, or the Denver Health ValuesLine.

Denver Health reserves the right to respond to any actual or perceived acts of violence in a manner Denver Health sees fit according to the particular facts and circumstances.

Refer to [Violence in the Workplace](#) and [Discrimination and Harassment Prevention](#).

SUPPORT DENVER HEALTH'S SMOKE-FREE CAMPUS

To promote the health, well-being, and safety of our patients, visitors and team members, Denver Health is a smoke-free environment. Smoking (including the use of marijuana or e-cigarettes) and the use of any tobacco products is prohibited on all Denver Health properties including grounds, parking lots, parking structures and sidewalks within property boundaries. Denver Health team members should communicate this policy with courtesy to patients and visitors.

Refer to [Smoke and Tobacco-Free Environment](#) for more information.

KEEP DENVER HEALTH A DRUG AND ALCOHOL-FREE WORKPLACE

To protect the interests of our team members and patients, Denver Health is committed to an alcohol and drug-free work environment. All team members must report to work free from the influence of alcohol and/or drugs. Reporting to work under the influence of drugs or alcohol; or using, possessing, selling, distributing, or dispensing any alcohol, drugs, or drug paraphernalia while on Denver Health work time or property may result in immediate termination. We may use drug testing as a means of enforcing this policy.

Refer to [Drug and Alcohol-Free Workplace](#) for more information.



CONTACT US

There are a lot of resources to help support and guide you as you encounter challenging business situations or ethical dilemmas. These resources include:

- Your manager, supervisor, director, executive, or the Chief Compliance and Audit Officer
- The Enterprise Compliance Services Team
- Human Resources Team
- Denver Health policies and procedures
- The Denver Health ValuesLine at **1-800-273-8452** or www.denverhealth.ethicspoint.com.

Enterprise Compliance Services provides Internal Audit and Compliance functions for the organization. We support and encourage a culture of ethical decision-making to ensure areas of operation align with laws, regulations, sub-regulatory guidance, policies, procedures, guidelines, and standards. Enterprise Compliance Services is a resource for all Denver Health team members.



THANK YOU

Thank you for your dedication to Denver Health and for contributing to the mission, vision, and values of this great organization in all that you do. You play a critical role in sustaining our reputation and the trust we have built with each other, our patients, our members, and the community we serve.

Thank you for reading, adopting, and living the **Code of Conduct** in all that you do to support our culture of compliance and ethics and to further this organization as a wonderful place to work and receive care.

FIND OUT MORE BY VISITING:

[DenverHealth.org](https://denverhealth.org)
[DenverHealthFoundation.org](https://denverhealthfoundation.org)
[DenverHealthMedicalPlan.org](https://denverhealthmedicalplan.org)



Denver Health
777 Bannock St.
Denver, CO 80204
303-436-6000



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