



Standards of Conduct

To help us achieve our Mission in a practical, professional, and ethical way, we have established Standards of Conduct for all employees, agency personnel, volunteers and medical staff within our System:

- The business of Baptist Healthcare System will be conducted according to all applicable federal, state and local laws.
- All individuals working within Baptist will perform their responsibilities in light of our Mission and with honesty, integrity and professionalism.
- All individuals working within Baptist should perform their responsibilities in ways that avoid conflicts of interests; this includes our employees, agency personnel, volunteers, and the medical staff within Baptist.
- All billing by our hospitals will be for the services and items actually provided, in keeping with the rules of the government and other payers.
- When working with our medical staff, contractors and other healthcare organizations whether internal or external to our System, all Baptist Healthcare System employees will conduct themselves in keeping with applicable laws, in particular, those laws that prohibit fraud and abuse, waste, restraint of trade and improper benefits.
- All individuals within our Baptist Healthcare System Hospitals and offices will strive to maintain a cooperative relationship of mutual trust with all government agencies.
- Baptist Healthcare System will vigorously pursue its Corporate Responsibility Program to achieve all Compliance Objectives and to develop a culture of compliance throughout the System.
- Licensed and other professional employees working at Baptist are expected to adhere to any ethical standards required by their respective licensing agencies and to follow any ethical guidelines recommended by their professional associations.