

**UCLA HEALTH SYSTEM
CODE OF CONDUCT**

V. CORRECTIVE AND DISCIPLINARY ACTIONS

Using Existing University, UCLA Medical Sciences, and Medical Group Policies

In order to reduce the likelihood of future errors, the CCO has been given the authority to implement corrective actions. These actions will follow existing University faculty, administrative and medical staff policies, or other applicable University policies.

In the event of intentional misconduct, repeated violations, or after corrective actions have failed to address the problem, the University may initiate disciplinary actions. The University can utilize disciplinary action in accordance with other existing and applicable personnel policies, collective bargaining agreements, or University policies. Employees should review these and other personnel policies for a comprehensive description of disciplinary policies and procedures, including their rights under such circumstances.

Exclusion by the Federal Government

Federal law further prohibits entities that participate in federal health care programs (including Medicare, Medicaid, and other governmental health care programs) from entering into or maintaining certain relationships with individuals or entities that have been convicted of certain offenses, excluded from the programs, or otherwise sanctioned under the civil money penalty law. The Medicare statute also excludes from coverage any item or service that has been ordered, supervised, or furnished by an individual or entity during the time when the individual or entity has been excluded from the program, as well as any ancillary costs that would be included in the hospital cost report (e.g., housekeeping, laundry, consulting, and legal services). As such, it is UCLA's firm policy to not knowingly permit any sanctioned or excluded individual to participate in any government health care program.