



# Compliance Compass

from the office of the Chief Compliance & Integrity Officer

## Safe, Not Sorry

Have you ever seen something that concerned you but you were afraid to report it? Spectrum Health Lakeland expressly forbids retaliation for good faith reporting, even if your concern is unproven. The **Non-Retaliation Policy (Corp-280)** ensures you can't be taken off the schedule, demoted, terminated, or in any other way punished for making a good faith report. That means you can report without fear.

In fact, as a condition of employment, you are expected to report any potential wrongdoing you have observed. There can be serious safety consequences for not reporting which is why policy Corp-280 exists. Remember, helping Lakeland stay compliant with laws and regulations allows us to continue to provide high quality care.

If you suspect wrongdoing, you can report through any of the following ways you're most comfortable using:

- Chris Kuhlmann, Chief Compliance & Integrity Officer
- Anonymous hotline or web portal
- Immediate supervisor or other management
- Member of the senior leadership team

Thank you for committing to the compliance of Lakeland and the safety of our team members, patients, and community!



**Anonymous Hotline:**

1 (800) 325-6115

**Anonymous web portal:**

[www.lakelandhealth.org/ethics](http://www.lakelandhealth.org/ethics)



**Chris Kuhlmann MBA, CHC, CHPC**  
Chief Compliance & Integrity Officer  
P: (269) 985-4600 | C: (870) 557-0080  
[ckuhlmann@lakelandhealth.org](mailto:ckuhlmann@lakelandhealth.org)

Corporate Compliance Hotline  
(800) 325-6115