

# Healthcare Whistleblower's Protection Act

21 V.S.A. §§ 507 - 509

## VERMONT PROTECTS HEALTHCARE EMPLOYEES WHO REPORT OR REFUSE TO COMMIT ILLEGAL ACTS

Every hospital and nursing home must post this notice.

**It is illegal for your employer to fire, threaten, retaliate against, or treat you differently because:**

1. You reported a violation of the law by your employer to any person, entity, or public body;
2. You reported a medical error or improper quality of patient care by your employer to a person, entity, or public body;
3. You reported something that risks someone's health or safety;
4. You have objected or refused to participate in any activity, policy, or practice of your employer that you reasonably believe is a violation of a law or constitutes improper quality of care, or that will endanger your life; or
5. You have been involved in an investigation or hearing held by the government.

**You are protected by this law ONLY if:**

1. You are employed by a hospital or nursing home; and
2. You tell your employer about the problem and allow reasonable time for it to be corrected; or
3. You have good reason to believe that your employer will not correct the problem.

**If you have been fired or your employer has retaliated against you due to a violation of this law, you may:**

1. Use any available internal process, grievance procedure, or similar process available to you to maintain or restore any loss of employment rights with your employer; or
2. Bring an action in the superior court of the county where the retaliation by your employer occurred.

To report a violation, unsafe condition, practice, or illegal act in your workplace, contact:  
(The employer should fill this out)

ES Representative

(Name)

Payroll Department

(Title)

86 West Market Street, Corning, NY 14830

(Location)

(607) 732-7354

(Telephone)

THIS IS A MANDATORY POSTER

Vermont Department of Labor  
P.O. Box 488, Montpelier, VT  
[Labor.Complaints@vermont.gov](mailto:Labor.Complaints@vermont.gov)  
(802) 828-4000 | Fax: (802) 865-7655

