

GMed's Commitment to an Ethical Workplace...

All GMed Covered Persons shall . . .

- Treat patients with dignity and respect, always focusing on the best interests of the patient.
- Never pay (in cash or in kind) anyone for referrals.
- Ensure that billing and coding for services rendered is accurate and complete and all accounting records accurately reflect the services provided.
- Avoid any situations resulting in conflicts of interest with GMed business.
- Market GMed services in compliance with state and federal requirements and forego any business, which can only be obtained by improper and illegal means.
- Create a workplace, which is free from harassment, drugs, narcotics, alcohol and discriminatory practices.
- Comply with all laws and policies designed to protect safety, health and the workplace.
- Be familiar with the laws governing insider trading; and refrain from using inside information for personal gain.
- Comply with the law and cooperate completely with any reasonable government investigation.
- Be familiar with GMed's policies on documentation and medical necessity, and agree to abide by all laws, regulations and contractual requirements regarding the retention of records.

If you are confronted with an “ethical” situation, judge your response or actions by the following:

1. Shall it comply with the law and/or GMed policies and procedures?
2. How would it look to your family, friends, our clients, patients, and the general public?
3. If you know its wrong, don't do it!
4. If you are not sure, ask. Keep asking until you get an answer that makes sense.

Please use the resources available to you within GMed to solve ethics questions before they become problems!