

ABG Wellness Group, Inc. - Whistleblower Policy

Purpose

This Whistleblower Policy is adopted by the Provider's management to encourage and protect employees who report suspected misconduct, unlawful activities, or violations of company policy. This policy is a critical part of our commitment to ethical conduct and accountability.

Policy Adoption & Availability

This policy has been formally adopted by the Provider's governing body and is included in the Employee Handbook. This policy has been sent via electronic communication to all providers and is available at the ABG Wellness Group website at the following url: <https://www.abgwellnessgroup.org/employee>

Reporting Procedures

Employees who reasonably believe that a policy, practice, or activity of the Provider is in violation of local, state, or federal law are encouraged to report their concerns promptly. Reports may be made in the following ways:

Primary Reporting Channels: Milwaukee County Audit Services Division

Whistleblowers may file a report with the Milwaukee County Audit Services Division Fraud Hotline:

- **Phone:** (414) 933-7283
- **Fax:** (414) 223-1895
- **Email:** hotline@4securemail.com
- **Mail:** 633 West Wisconsin Avenue, Suite 904, Milwaukee, WI 53203
- **Online Complaint Form:** <https://county.milwaukee.gov/EN/Comptroller/Fraud-Waste-Abuse>

Milwaukee County has set up the Audit Services Division Hotline as the primary conduit for concerned employees, citizens, and contractors to report allegations of fraud, waste, and abuse involving County government. You may remain anonymous when reporting fraud, waste, or abuse in Milwaukee County. For anonymous reports, it is recommended to use the **Fraud Reporting Form**.

Alternative Reporting Channel: Wisconsin DHS Office of Inspector General

Employees may also report concerns through the **Wisconsin Department of Health Services Office of Inspector General Public Assistance Fraud Hotline**:

- **Phone:** (877) 865-3432
- **Online Portal:** <https://www.reportfraud.wisconsin.gov/rptfrd/default.aspx>

Internal Reporting Option

Employees may alternatively report in writing to the Provider's **Chief Operating Officer or Clinical Director**. Internal reports will be investigated promptly, confidentially, and without retaliation.

Protection Against Retaliation

Employees are protected from retaliation under this policy if they report concerns in good faith and provide the Provider with a reasonable opportunity to investigate and correct the alleged unlawful activity. Specifically:

- No adverse employment action will be taken against an employee for reporting conduct they reasonably believe is unlawful or unethical.
- No retaliation will occur against any employee who discloses or threatens to disclose to a supervisor or a public body any violation of law, regulation, rule, or clear mandate of public policy concerning health, safety, welfare, or the environment.
- Retaliation includes but is not limited to termination, demotion, suspension, harassment, or other adverse employment actions.

Workplace Posting Requirement

This policy, along with appropriate whistleblower protection notification, will be **posted in conspicuous locations** in the workplace(s) in compliance with applicable state and federal laws. Insofar as most providers of our organization provide telehealth or in-home services, this policy is posted at the following url: <https://www.abgwellnessgroup.org/employee>

Acknowledgment of Receipt

All employees must sign an acknowledgment form confirming:

- Receipt of the Whistleblower Policy;
- Understanding of the rights and protections it provides;
- Opportunity to ask questions about the policy.

Employee Acknowledgment

I acknowledge that I have received, read, and understand the Whistleblower Policy. I understand the procedures for reporting suspected violations and my rights to be protected from retaliation.

Employee Name: _____

Signature: _____

Date: _____