

*SUD Specialty Group -- CA; Mental Health Specialty Group, P.A.; Mental Health Specialty Group NJ, PC; and Mental Health Specialty Group KS, P.A. (collectively, the "Group") contracts with Path CCM, Inc. d/b/a Rula Health ("Rula") for management and administrative support services. The Code of Conduct applies to all employees, Board members, providers, contractors, interns, and others doing business with the Group.*



### **Code of Conduct**

1. It is expected that all employees and contractors providing clinical and/or administrative services at the Group will maintain the highest level of professionalism, accountability and ethical behavior.
2. Employees and contractors will follow all the Group's policies and procedures.
3. Employees and contractors will adhere to the Group's Compliance Plan.
4. Employees will adhere to all elements of the employee handbook. Contractors will adhere to all elements of their contract.
5. All employees and contractors are expected to behave in a manner consistent with Group's Mission and Values statements
6. The Group does not discriminate on the basis of race, color, national origin, religion, age, sex, gender, sexual orientation, or disability.
7. All employees and contractors are strictly prohibited to engage in any type of intimate relationship, flirting, or sexual activity with patients and/or former patients.
8. It is strictly prohibited to condone or promote any type of sexual harassment of employees, contractors and/or patients.
9. Any misrepresentation of clinical skills, knowledge, education or licensure is strictly prohibited.
10. It is strictly prohibited to falsify documents, including clinical documentation.
11. It is expected that all clinical and non-clinical employees and contractors will complete assigned and required paperwork on a timely basis.
12. It is expected that licensed employees and contractors will keep current applicable licenses and training and will adhere to the ethical code for their profession.
13. It is expected that all employees and contractors will treat patients, community partners, and peers courteously and respectfully at all times.
14. It is expected that all employees and contractors comply with all governing rules and regulations authorized through regulatory agencies and contracted commercial insurance payors.
15. It is expected that all employees and contractors of the Group will adhere to all federal and/or state confidentiality requirements related to Personal Health information (PHI) and personally identifiable information (PII) at all times.

16. All employees and contractors who are mandatory reporters are required by law to report suspected child abuse, exploitation, and neglect. All employees and contractors who are mandatory reporters are required by law to report suspected risk for mistreatment (abuse, caretaker neglect or exploitation) of at-risk elder adults or at-risk adults with intellectual and developmental disabilities.
17. All employees and contractors are required to be aware of and respect patient rights.

Violation of the Code of Conduct may be grounds for dismissal or termination of a contractual relationship with the Group.