

Reporting Wrongdoing



Reporting Wrongdoing – Non-Retaliation Policy

Every employee at DPH is expected to report any wrongdoing that they believe violates the law, DPH’s Code of Conduct, or any City or DPH policy or rule. Because DPH employees are expected to report wrongdoing, they are protected against retaliation.

- No adverse actions can be taken against an employee for making a report of wrongdoing in good faith or for cooperating with an investigation. The DPH [Employee Non-Retaliation Policy](#) ensures that no employee is penalized for reporting what they honestly believe to be a problem or violation. Employees should remember that committing retaliation against any employee for having made a good faith complaint is serious.
- However, any employee that purposely makes a false report or a false statement during any investigation will lose their protections against retaliation. This also includes any report or statement made by an employee with the intent of harming or retaliating against another person. These are serious offences that could subject an employee to discipline up to termination.
- Wrongdoing can be reported to a Compliance Officer or to the DPH Compliance and Privacy Hotline at 1-855-729-6040 or compliance.privacy@sfdph.org. The Hotline is available, 24 hours a day, seven days a week. Reports to the hotline can be made anonymously.

OCA COMPLIANCE AND PRIVACY HOTLINE
855.729.6040 – compliance.privacy@sfdph.org



SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH
Office of Compliance and Privacy Affairs

