
Title	Northern Lakes CMH Policies
Part 105	Recipient Rights Protection System
Subpart A	Recipient Rights Protection System
Policy No.	105.107
Subject	Retaliation and Harassment Prohibited

Applicability

Policy applies to all NLCMH activities, operations and sites and to all Workforce Members except members of the governing body. Policy also applies to any Network Provider and its employees, volunteers, or agents that has elected to adopt and adhere to NLCMH policies and procedures pertaining to Recipient Rights under the terms of its Participating Provider Agreement.

Policy

Complainants, recipients and their legal representative, Workforce Members, contract Workforce Members, volunteers, staff of the Office of Recipient Rights, or other person acting on behalf of a recipient shall be protected from harassment or retaliation resulting from Recipient Rights activities as guaranteed by the Mental Health Code, [P.A. 258 of 1974 MCL 330.1755(3)(a)].

STANDARDS:

1. Retaliation means an act or acts by a Workforce Member, contract Workforce Member, or volunteer of Northern Lakes CMH or a contracted provider to deliberately harm or threaten harm to another person in response or revenge for something the other person has done.

Harassment is the act of persistently intimidating, threatening, or attacking, another person.

2. Any behavior by a Workforce Member, contract Workforce Member, or volunteer which may be construed as retaliation or harassment of a recipient or any other person acting on behalf of a recipient, including the filing of a complaint, the reporting an apparent or suspected rights violation, the providing of information to the Office of Recipient Rights, or performing any other duty within the context of the rights protection system, shall be reported immediately to the Office of Recipient Rights, which office shall promptly initiate an investigation.
3. Actions initiated by Workforce Members of the Office of Recipient Rights to safeguard recipient rights will be accomplished in a manner that does not violate a Workforce Members right to protection from retaliation and harassment.

4. The Recipient Rights Officer and his or her staff shall not be harassed or retaliated against for engaging in activities within the context of the rights protection system. Workforce Members of the Office of Recipient Rights shall have access to a grievance process for apparent or suspected retaliation or harassment of them through the Chief Executive Officer.
5. Northern Lakes CMH and its contracted providers will take appropriate disciplinary action if there is evidence of harassment or retaliation.

Procedures

None.

Adoption Date: May 23, 2006

Review Dates: June 8, 2009

Revision Dates: