

Cattaraugus Rehabilitation Center, Inc.
NYSARC, Inc., Cattaraugus Niagara Counties Chapter
(Hereinafter, Intandem)

The following procedure supports Intandem's belief in the inherent value and dignity of all people, Intandem's commitment to the promotion, protection and respect for rights and freedoms and strives to enhance the lives of people through supports and services.

Procedure Name: Anti-Kickback

Purpose:

Intandem is committed to conducting all aspects of service provision and business conduct in compliance with applicable federal, state, and local laws and regulations, and to adhere to the highest legal and ethical standards.

The Anti-Kickback Statute prohibits any person from giving or accepting kickbacks, bribes, rebates or any other kind of payment made to arrange a deal that involves government dollars. The Anti-Kickback Statute also prohibits any person from paying someone else to make these things happen. Examples include:

- Referring someone to one of our programs
- Trying to get someone to come to one of our programs
- Purchasing, leasing, ordering or arranging for any item or service

The Anti-Kickback Statute prohibits both direct and indirect compensation. The payment doesn't have to be money, it can be a favor or an item that someone gets or gives. Examples include:

- An employee gets free concert tickets if they get people to come to one of our programs
- An employee gets free tickets to an event for referring people to that organizations
- An employee gets free tickets to an event for purchasing from a particular vendor

The Anti-Kickback Statute prohibits both the giving and receiving parties. In other words, those who solicit or receive this type of compensation as well as those who offer or pay, are violators.

Violations of the Anti-Kickback Statute are felonies and may result in imprisonment and/or monetary fines.

Detailed Procedure(s):

The Anti-Kickback Statute is complex. Employees may have questions as to whether a particular activity or arrangement is in violation of this Statute.

- Employees must direct questions/concerns to their supervisor, manager or vice-president if not sure of a particular situation.
- The Compliance Officer must be told of any suspected activities. No individual who reports this type of activity in good faith shall be subject to retaliation or intimidation. Any actual or threatened retaliation must be reported to the Compliance Officer.
- All reports will be investigated to determine the correct course of action.
- Violations of this procedure are subject to Intandem's discipline policy.

Intandem's Corporate Compliance Officer is: Tracy Crisafulli
716-375-4747, ext. 1533
tcrisafulli@intandem.org

<u>Category:</u>	Corporate Compliance
<u>Authored/Revised by:</u>	M Howard, S Cross, T Crisafulli
<u>Origination/Revision Date(s):</u>	2009/03; 2011/10; 2015/08; 2018/12
<u>Reviewed By:</u>	CC Committee
<u>Target Audience:</u>	All Staff
<u>CC review date:</u>	2018/06