

# **EMPLOYEES' OBLIGATIONS** **AND RIGHTS FOR** **REPORTING SUSPECTED CRIMES** **AGAINST RESIDENTS UNDER THE** **ELDER JUSTICE ACT**

Under the federal Elder Justice Act, 42 U.S.C.A. Section 1320b-25, all employees of this long-term care facility have the right, and the obligation, to report any reasonable suspicion of a crime against any individual who is a resident of, or is receiving care from, the facility.

Employees should make a report to: a supervisor, an administrator, or the Oregon Department of Human Services. In addition, employees should make a report to law enforcement officials.

Employees may not be discharged, demoted, suspended, threatened, harassed, or denied a promotion or other employment-related benefit, or in any other manner discriminated against in the terms and conditions of employment because of lawful acts done by the employee with respect to reporting of suspected crimes or filing of complaints or otherwise acting in accordance with the provisions of the Elder Justice Act.

In addition, the facility may not file a complaint against an employee with the appropriate State professional disciplinary agency because of lawful acts done by the employee for making a report or causing a report to be made. An employee may file a complaint against a long-term care facility that violates the employee's rights as described in this notice by contacting the Oregon Senior and Disability Services office (800-638-0510).