

CODE OF CONDUCT

A **CCOUNTABILITY:** It is up to you to give excellent patient care. Acadia's policies, handbooks and training are there to guide you to do the right thing. Not every situation is covered by these documents, so use good judgment and do your best. Live up to your professional responsibilities. Report to us any worker under the influence of drugs or alcohol, not properly licensed, or excluded by a government healthcare program.

C **OMPASSION:** Give patients and clients personal attention and quality care. Make the treatment environment nurturing. Keep it safe and clean. Protect patient privacy, dignity, and boundaries, even on social media. Do not tolerate patient abuse or neglect. Do not insert yourself into a patient's personal affairs by, for example, witnessing a patient's personal documents. Communicate clearly and honestly with patients and payors, and charge them only for care actually provided.

A **CCEPTANCE:** Treat every employee, guest, patient, applicant and partner fairly. Never discriminate against or mistreat any of these people based on race, color, religion, national origin, sex, age, disability, veteran status, or anything else illegal. Do not solicit political contributions from your coworkers.

D **EPENDABILITY:** Follow the laws, rules and regulations that govern how we provide care and do business. Never give or take payment for referrals for government healthcare business. Cooperate honestly and reasonably with law enforcement, and let your facility leadership or Acadia's Legal Department know if law enforcement contacts you. Protect Acadia's property, money, information, and business opportunities. Do not take or use them for yourself or others. Never use inside information to trade in Acadia's stock or to tip others to trade in it.

I **NTEGRITY:** Be honest in Acadia's business and advertising. Never make a false record or report. Never keep accounts "off the books" or make or take a payment "under the table." Never steer business to, or away from, Acadia for your own gain. Never take or ask for expensive gifts or entertainment from a vendor or supplier. Never share pricing information with an Acadia competitor, steal a competitor's information, or agree to fix prices or divvy up a market. Never - anywhere worldwide - pay or promise a bribe to a government official, and report anyone requesting, offering or paying a bribe.

A **WARENESS:** If you know of or suspect a violation of this Code of Conduct, any law, or any Acadia policy, report it to your supervisor or your facility's Compliance Officer, Human Resources, or CEO. Or, report it to Acadia's Compliance Department online at www.acadiahealthcare.com/concerns or by phone: (888) 610-6593. Acadia will not retaliate against you for raising a concern or making a complaint in good faith. We will investigate suspected and reported violations. If we determine that a violation happened, we will counsel, coach, discipline, or terminate the violator, as appropriate.

