

Additional resources

You have a responsibility to speak up if you have a question or if you know or suspect that a violation has or is likely to occur of the law, our Code, Core Values, the USP Employee Handbook, the *Corporate Quality Manual*, or SOPs, the *Rules of Business Practice for the Board of Trustees*, the *Rules and Procedures of the Council of Experts*, the *Rules and Procedures of the Council of the Convention* or the *Rules and Procedures of the Council Governance Committee*.

In most cases, your supervisor should be your first point of contact. He or she is likely to be in the best position to understand your concern or question and take the appropriate action. If you're uncomfortable speaking with your supervisor, or your supervisor is unable to answer your question, is involved in the conduct or if you have already shared a concern and believe it's not being appropriately addressed, you have additional options:

Ways to seek help	
In-person	Management, HR, GLA, GCE
Phone (U.S. and Canada only)	1-866-492-3365
Email	compliance@usp.org
Online	usp.ethicspoint.com usp.org/ethics
For location-specific phone numbers and dialing instructions, log on to the Helpline at usp.ethicspoint.com.	

Waivers

USP will waive application of the provisions of this Code only where circumstances warrant granting a waiver based on the best interests of USP.

Any waiver pertaining to an employee must be approved by the Vice President, Global Compliance and Ethics, the Head of the Legal Department and by the Chief Executive Officer.

For employees in the United States – Nothing in this Code or in any of our policies is intended to limit or interfere with your right to engage in activities protected by law for example Section 7 of the U.S. National Labor Relations Act, such as discussions related to wages, hours, working conditions, health hazards and safety issues.