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BMGH PUBLIC STATEMENT

Battle Mountain General Hospital is a community-oriented health care facility dedicated to patient safety and quality care. For over 50 years, we have been committed to providing our community access to quality healthcare, and we are continuing that tradition with a community led and managed hospital. During this time, our facility has been given the highest Five-Star Quality Rating by the Centers for Medicare & Medicaid Services for our outstanding quality nursing home care. We employ 139 employees in Lander County and are committed to working as a team to continue to provide the highest quality of care to our community.

Recently, our values of care, ethics, quality and excellence, integrity, accountability, and innovation were called into question by a former employee. As soon as the allegations were made, Battle Mountain General Hospital's reporting procedures were followed. A third party, independent investigation was conducted and found that the allegations were unsubstantiated and/or resolved. Thereafter, the employee voluntarily resigned his employment. Below are three points that specifically detail Battle Mountain General Hospital's ("BMGH") systems and procedures that uphold our values and show that the former employee's allegations are unsubstantiated:

- **Employees are free to lodge complaints with their supervisors and with BMGH's management team.**
 - BMGH established its "CHAIN OF COMMAND" POLICY" in 2017, which directs employees to report complaints to their supervisor, who then reports unresolved or complaints of a serious nature through the hospital's organizational structure, including to the CEO and from the CEO to the Board of Hospital Trustees, to ensure the most efficient resolution of those issues.
 - At the time of hiring, BMGH employees are instructed regarding this policy.
 - The policy requires BMGH to promptly investigate and/or resolve employee complaints, including, but not limited to the following procedures:
 - Use of outside investigators when warranted;
 - Resolution of complaints based on the investigator's findings; and
 - Confidential reporting, investigation, and discipline in accordance with law regarding public employers and medical records of patients.
 - This policy was successfully followed in the case of the former employee's allegations addressed above. The complaint was referred through the hospital's organizational structure to the CEO and the Board of Hospital Trustees, an outside investigation was conducted, resolutions were instituted based upon the findings, and the process remained confidential in accordance with law.

- **No pending lawsuits or complaints with governmental agencies.**
 - BMGH is unaware of any complaints made to the Nevada Equal Rights Commission or the EEOC for “hostile work place,” harassment, or retaliation and to other governmental agencies, including “whistleblower” complaints or complaints under NRS 357.240 and 357.250, Nevada’s False Claims Act, or any pending lawsuits.
 - Reference was recently made to a lawsuit entitled *Evans v. Lander County Hospital District* by a former employee whose conduct included mistreatment of his superiors and co-workers. BMGH successfully refuted the claims and the federal court summarily adjudicated the action in favor of BMGH. No illegality or any improper conduct was found against BMGH.

- **Departments are well staffed with competent and well paid employees.**
 - BMGH includes 14 departments with 139 total employees.
 - BMGH’s ambulance service was a department that was recently, falsely criticized. The department is headed by a skilled and trusted Director; staffed with 22 employees, including full-time paramedics, AEMTs, EMT’s and per diems; and employees are paid competitively, which pay is dictated by applicable education, training and experience.
 - Recently, the competence and abilities of BMGH’s nursing staff and billing staff were called into question by the former employee. After an investigation, the allegations were found to be unsubstantiated. BMGH stands strongly in support of the staff members of these and all other departments. BMGH is invested in its staff and continually provides training and competency testing of its staff.
 - BMGH values its employees. BMGH paid a \$1,000 and a \$2,500 bonus payment in 2021 and 2022 respectively from Covid funds in an effort to reward each employee for their unselfish service to the hospital and the community throughout the pandemic.

These points demonstrate that the former employee’s allegations are unsubstantiated and/or resolved. Battle Mountain General Hospital wants to present this information to the public to show the Hospital’s decades of commitment and continued dedication to serving our community. Thank you for your time.