



## AGOS

### Policy and Procedure

**POLICY NAME** Whistleblower Policy

**DATE OF ORIGIN** March 2024

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This Whistleblower Policy of the American Gynecological and Obstetrical Society (AGOS) encourages staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of the organization; specifies that AGOS will protect the person from retaliation; and identifies where such information can be reported.

1. **Encouragement of reporting.** AGOS encourages complaints, reports or inquiries about illegal practices or serious violations of the organization's policies, including illegal or improper conduct by AGOS itself, by its leadership, or by others on its behalf. Appropriate subjects to raise under this policy would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or behaviors.

2. **Protection from retaliation.** AGOS prohibits retaliation by or on behalf of the organization against staff or volunteers for making good faith complaints, reports or inquiries under this policy or for participating in a review or investigation under this policy. This protection extends to those whose allegations are made in good faith but prove to be mistaken. AGOS reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

3. **Where to report.** Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the basis for the complaints, reports or inquiries. They should be directed to the AGOS president. If the president is implicated in the complaint, report or inquiry, it should be directed to the Secretary. AGOS will conduct a prompt, discreet, and objective review or investigation. Staff or volunteers must recognize that AGOS may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.

[SUBMIT HERE](#) to report a violation of this policy.