



Illinois Society of Oral and Maxillofacial Surgeons

Whistleblower Protection Policy

This Whistleblower Protection Policy of the Illinois Society of Oral and Maxillofacial Surgeons (“the Society”), (1) encourages staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of the Society; (2) specifies that the Society will protect the person from retaliation and (3) identifies where such information can be reported.

- 1. Encouragement of reporting.** The Society encourages complaints, reports or inquiries about illegal practices or serious violations of the Society’s policies, including illegal or improper conduct by the Society 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 policies. Other subjects on which the Society has existing complaint mechanisms should be addressed under those mechanisms, such as raising matters of alleged discrimination or harassment via the Society’s human resources channels, unless those channels are themselves implicated in the wrongdoing. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.
- 2. Protection from retaliation.** The Society prohibits retaliation by or on behalf of the Society 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. The Society reserves the right to discipline persons who have made 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 Society’s chief employed executive or President; if both of those persons are implicated in the complaint, report or inquiry, it should be directed to the Secretary-Treasurer. The Society will conduct a prompt, discreet, and objective review, or investigation. Staff or volunteers must recognize that the Society may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously, nor report the result to the initiating volunteer or staff.

Reviewed by the ISOMS Executive Committee and Adopted November 13, 2009