

AADPRT WHISTLEBLOWER POLICY

This Whistleblower Policy of The American Association of Directors of Psychiatry Residency Training ("AADPRT"): (1) encourages staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of AADPRT; (2) specifies that AADPRT will protect the person from retaliation; and (3) identifies where such information can be reported.

1. Encouragement of Reporting. AADPRT encourages complaints, reports or inquiries about illegal practices or serious violations of the organization's policies, including illegal or improper conduct by AADPRT 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, or other similar illegal or improper practices or policies. Other subjects such as ethical violations and alleged discrimination or harassment are also covered by this policy.

2. Protection from retaliation. AADPRT prohibits retaliation by or on behalf of AADPRT 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. AADPRT 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 bases for the complaints, reports or inquiries. They should be directed to the President, President-Elect or Administrative Director. If those persons are implicated in the complaint, report or inquiry, it should be directed to AADPRT Past-President. The AADPRT Steering Committee will conduct a prompt, discreet, and objective review or investigation consistent with existing procedures for administering complaints as applicable. Staff or volunteers must recognize that AADPRT may be unable to fully evaluate a vague or anonymous general complaint, report or inquiry.

Adopted 1/26/12.