

5. WHISTLEBLOWER POLICY

- a. This Whistleblower Policy of the Society for Vascular Ultrasound (SVU): 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.
- b. 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.
- c. 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 make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.
- d. Where to Report: Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. These should describe in detail the specific facts demonstrating the bases for the complaints, reports or inquiries. They should be directed to the Society's Executive Director, or President of the Board of Directors, or Chair of the Ethics Subcommittee, depending upon who is implicated in the complaint, report or inquiry. The Society will conduct a prompt, discreet and objective review or investigation. Staff and volunteers must recognize that the Society may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.

**Whistleblower Policy Approved by the SVU Board of Directors on 12/13/2008
Updated January 20, 2017**