**Whistleblower Policy**

The American Board of Ophthalmology (ABO): (1) encourages staff and volunteers to report credible information on illegal practices or serious violations of law or adopted policies of the ABO; (2) affirms that the ABO will protect the person from retaliation; and (3) identifies by this policy where such information can be reported.

1. **Encouragement of Reporting.** The ABO encourages complaints, reports or inquiries about illegal practices or serious violations of the ABO’s policies, including illegal or improper conduct by the ABO 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, discrimination or harassment on basis of age, gender, physical ability, race or sexual orientation, or other similar illegal or improper practices or policies. Other subjects on which the ABO has existing complaint mechanisms should be addressed under those mechanisms, 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 ABO prohibits retaliation by or on behalf of the ABO 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 ABO 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 Chair of the ABO’s Audit Committee, Dr. John Sutphin, at je.sutphin@gmail.com or 913-687-9410, who will review the matter and conduct a prompt, discreet, and objective review or investigation as the Chair determines is appropriate. Staff or volunteers must recognize that the ABO may be unable to fully evaluate a vague or general complaint, report, or inquiry that is made anonymously. To the extent possible, and consistent with the need to conduct a thorough investigation, confidentiality will be maintained at the time of report, during investigation, and afterward.