

WHISTLEBLOWER POLICY

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

1. Encouragement of Reporting. The College encourages complaints, reports or inquiries about illegal practices or serious violations of The College’s policies, including illegal or improper conduct by The College 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 on which The College has existing complaint mechanisms, for example, alleged ethical violations, should be addressed under that mechanism. Matters concerning alleged discrimination or harassment should be raised via The College’s human resources channels or existing procedures for administering complaints, 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 College prohibits retaliation by or on behalf of The College 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 College 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 Executive Director, the President, or the Chair of the Committee on Ethics. If all three of those persons are implicated in the complaint, report or inquiry, it should be directed to The College’s General Counsel. The College 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 The College may be unable to fully evaluate a vague or anonymous general complaint, report or inquiry.

Adopted October 18, 2008