

Appendix II



*Society for Industrial and
Organizational Psychology, Inc.*

Whistleblower Policy

This Whistleblower Policy of the Society for Industrial and Organizational Psychology (SIOP): (1) encourages staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of SIOP; (2) specifies that SIOP will protect the person from retaliation; and (3) identifies where such information can be reported.

A Whistleblower is defined for the purposes of this policy an employee, volunteer, or member of SIOP who reports an activity that he/she in good faith believes to be unethical, illegal, dishonest, or fraudulent. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management and elected officials are charged with these responsibilities.

1. Encouragement of reporting. SIOP encourages complaints, reports or inquiries about illegal practices or serious violations of SIOP's policies and illegal, improper, dishonest, or fraudulent conduct by its leadership, elected or appointed officials, employee, or others acting officially 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 activities. Other subjects for which SIOP has existing complaint procedures should be addressed under those procedures, such as raising matters of alleged discrimination or harassment via SIOP'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 procedures.

2. Protection from retaliation. SIOP prohibits retaliation by or on behalf of SIOP against those making good faith complaints, reports or inquiries under this policy or for participating in a related review or investigation. This protection extends to those whose allegations are made in good faith but prove to be mistaken. SIOP 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. Insofar as practicable and consistent with legal process and full and effective investigation, Whistleblower confidentiality will be maintained. They should describe in detail the specific facts demonstrating the bases for the complaints, reports or inquiries. They should be directed to SIOP's Executive Director or President of the Society; if both of those persons are implicated in the complaint, report or inquiry, it should be directed to the President-elect or to the Financial Officer/ Secretary. SIOP will conduct a prompt, discreet, and objective review or investigation. Those filing complaints must recognize that SIOP may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.