



## ALLEGHENY COUNTY MEDICAL SOCIETY

713 Ridge Avenue • Pittsburgh, PA 15212  
p: 412.321.5030 • f: 412.321.5323

### Whistleblower Policy

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

- 1. Encouragement of Reporting.** The ACMS encourages complaints, reports or inquiries about illegal practices or serious violations of the ACMS policies, including illegal or improper conduct by the ACMS 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 ACMS has existing complaint mechanisms should be addressed under those mechanisms, such as raising matters of alleged discrimination or harassment via the ACMS 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.
- 2. Protection from Retaliation.** The ACMS prohibits retaliation by or on behalf of the ACMS 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 ACMS 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 ACMS chief employed executive or Chairman of the Board of Directors. If both of those persons are implicated in the complaint, report or inquiry, it should be directed to the Secretary of the Board of Directors. The ACMS will conduct a prompt, discreet, and objective review or investigation. Staff or volunteers must recognize that the ACMS may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.

=====

Approved by the Board of Directors: February 17, 2009

*The Allegheny County Medical Society has 2,500 physician members from all specialties and is dedicated to providing leadership and advocacy on healthcare issues for the community and physicians. The organization has been serving Allegheny County since 1865. For more information, please contact ACMS at 412-321-5030 or [acms@acms.org](mailto:acms@acms.org).*