

AEA Whistleblower Policy

This Whistleblower Policy of the American Evaluation Association (AEA):

- (1) encourages members, directors, staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of AEA;
- (2) specifies that AEA will protect the person(s) from retaliation; and
- (3) identifies where such information can be reported.

1. **Encouragement of reporting.** AEA encourages complaints, reports or inquiries about illegal practices and serious violations of AEA's policies. This is intended to include, but is not limited to, illegal or improper conduct by AEA itself, by its leadership, or by others on its behalf. Appropriate subjects under this policy would include:
 - financial improprieties
 - accounting or audit matters
 - violations of ethical business practices,
 - or other similar illegal or improper practices or policies.

Other subjects on which AEA has existing complaint mechanisms should be addressed using those specified mechanisms; such as raising matters of possible discrimination or harassment via AEA's human resources channels (provided through its management company), 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.** AEA prohibits retaliation by or on behalf of AEA against individuals 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. AEA 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 or President of AEA; if both of those persons are implicated in the complaint, report or inquiry, it should be directed to President-Elect or Treasurer. AEA will conduct a prompt, discreet, and objective review or investigation. Those reporting a suspected infraction, must recognize that AEA may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously and with insufficient detail to support investigation. The complaint process will be pursued using reasonable business and fiduciary practices. The process will involve and be developed by any uninvolved/unnamed Executive Committee members at the time of the complaint filing.