



The Council of Chairs of
Obstetrics and Gynecology

CUCOG

Policy and Procedure

POLICY NUMBER XXX

POLICY NAME Whistleblower Policy

DATE OF ORIGIN May 2024

This Whistleblower Policy of the Council of Chairs of Obstetrics and Gynecology (CUCOG) encourages staff and volunteers to come forward with credible information on illegal practices or serious violations of organizational policies; specifies that CUCOG will protect the person from retaliation; and identifies where such information can be reported.

- 1. Encouragement of reporting.** CUCOG encourages complaints, reports or inquiries about illegal practices or serious violations of the organization's policies, including illegal or improper conduct by CUCOG itself, by its leadership, or by others on its behalf. Appropriate topics to raise under this policy would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices or policies.
- 2. Protection from retaliation.** CUCOG prohibits retaliation by or on behalf of the organization 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. CUCOG 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 CUCOG president. If the president is implicated in the complaint, report or inquiry, it should be directed to the organization's secretary-general. CUCOG will conduct a prompt, discreet, and objective review or investigation. Staff or volunteers must recognize that CUCOG may be unable to fully evaluate a vague or general complaint, report or inquiry that is made anonymously.