



AAOE Whistleblower Policy

Approved: September 17, 2025

This Whistleblower Policy of the American Alliance of Orthopaedic Executives (AAOE):

- encourages staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of the AAOE;
- specifies that the AAOE will protect the person from retaliation; and
- identifies where such information can be reported.

Encouragement of reporting:

The AAOE encourages complaints, reports or inquiries about illegal practices or serious violations of the AAOE's policies, including illegal or improper conduct by the AAOE itself, by its leadership, or by others on its behalf. Appropriate subjects to rise 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 AAOE has existing complaint mechanisms should be addressed under those mechanisms, 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.

Protection from retaliation:

The AAOE prohibits retaliation by or on behalf of the AAOE 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 AAOE reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

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 basis for the complaints, reports, or inquiries. They should be directed to the AAOE's Chief Executive Officer or President of the Board of Directors; if both of those persons are implicated in the complaint, report or inquiry, it should be directed to the Chief Integration Officer. The AAOE will conduct a prompt, discreet, and objective review or investigation. Staff or volunteers must recognize that the AAOE may be unable to fully evaluate a vague or general complaint, report, or inquiry that is made anonymously.

(Initial Here) _____



6602 East 75th Street, Suite 430
Indianapolis, IN 46250



info@aaoe.net



800-247-9699

