

International Association of Medical Regulatory Authorities (IAMRA)

WHISTLEBLOWER PROTECTION

It will remain the policy of IAMRA to follow the Employee Whistleblower Protection Act (of the United States) and allow any employee the freedom to report any organizational wrongful action and/or illegal activity to the chair or a member of the IAMRA Management Committee.

IAMRA requires officers and all employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. When this requirement is not met there will be an avenue for such conduct to be reported and investigated to its appropriate end result.

Employees of IAMRA are protected from adverse reaction or retaliation when disclosing information on a matter of public concern, specifically when that information is given in good faith and evidences:

1. A violation of any law,
2. Negligent management of the organization,
3. Gross fiduciary misappropriation or waste of IAMRA funds, or
4. An abuse of authority collectively referred to as wrongful action.

No employee with the authority to make or materially influence personnel decisions shall take or recommend an adverse personnel action against an employee for disclosing alleged wrongful conduct. "Retaliatory action" will include (a) Any adverse change in the Whistleblower's employment status, or the terms and conditions of employment, and (b) Any hostile actions by another employee towards the Whistleblower.

Any employee found guilty of interfering with appropriate investigations, retaliation or influencing adverse reaction toward an employee who reports such wrongful conduct will be in violation of this policy and shall face discipline up to and including termination.

Changes to Whistleblower Policy

This policy has been reviewed and accepted by the Management Committee of IAMRA. The Management Committee of IAMRA must approve any changes to or deviations from these policies.

Approved on the 25th day of November, 2009.