

200.04 Whistleblower

Updated January 2026

Purpose:

To provide a mechanism to report in good faith any concerns or suspected misconduct, ensuring a confidential and protected environment that encourages the disclosure of information related to illegal, unethical, or inappropriate activities.

Policy:

If any party has knowledge of, or a concern about, illegal or dishonest fraudulent activity involving IAAP, IAAP Foundation, or an IAAP-affiliated entity, or believes that any policy, practice, or activity of IAAP or IAAP Foundation violates the law, that party may file a written or verbal complaint with the respective CEO(s) and/or Board Chair(s).

IAAP and IAAP Foundation are committed to complying with all applicable laws and regulations. The purpose of this Policy is to support that commitment to legal compliance, and the involvement of all parties is essential.

IAAP and IAAP Foundation will not retaliate against any party who, in good faith, raises a complaint or protest about a practice of IAAP, IAAP Foundation, or an affiliated individual or entity, when the concern is based on a reasonable belief that the practice violates a law or a clear mandate of public policy. This protection also applies to any party who discloses, or threatens to disclose, to a supervisor or a public body, any policy, practice, or activity of IAAP or IAAP Foundation that they reasonably believe violates a law, rule, regulation, or clear mandate of public policy.

When reporting a violation or potential violation, the party must exercise sound judgment and avoid baseless allegations. A party who intentionally files a false report of wrongdoing may be subject to disciplinary action, up to and including termination (where applicable).

A party is protected from retaliation if they:

1. Bring the alleged unlawful activity, policy, practice, or conduct to the attention of the respective CEO(s) and/or Board Chair(s); and
2. Provide IAAP and/or IAAP Foundation with a reasonable opportunity to investigate and address the concern.
3. Act in good faith.

A party who engages in retaliation against a good faith whistleblower may be subject to disciplinary action, up to and including termination (where applicable).

To report a violation or potential violation, a party should complete the [anonymous whistleblower form](#), which will notify the appropriate CEO(s) and/or Board Chair(s).