



Whistleblower Protection Policy

The International Association for the Study of the Commons (IASC) requires directors¹, officers and ex-officios to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of the IASC, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable all involved with the IASC to raise serious concerns internally so that the IASC can address and correct inappropriate conduct and actions. It is the responsibility of all directors, officers, ex-officios and others involved with the IASC to report concerns about violations of any bylaws or moral standards held by the IASC.

No Retaliation

It is contrary to the values of the IASC for anyone to retaliate against any board member, officer, ex-officio or any other person involved with the IASC who in good faith reports an ethics violation, or a suspected violation of (by)law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of the IASC. A person who retaliates against someone who has reported a violation in good faith is subject to discipline up to and termination of council membership or any other form of membership with the IASC.

Reporting Procedure

The IASC has an open door policy and suggests that any person reporting a violation shares their questions, concerns, suggestions or complaints with their closest contact within IASC's Executive Council. If you are not comfortable speaking with the closest Council Member or you are not satisfied with your contact's response, you are encouraged to speak with (in order) the President, the Past-President, the President-Elect, or the Executive Director. All board members and ex-officios are required to report complaints or concerns about suspected ethical and legal violations in writing to the President of the IASC, who has the responsibility to investigate all reported complaints.

Responsibilities President

The President of the IASC is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The President of the IASC will advise the IASC Council of all complaints and their resolution and will report at least annually to the IASC Council on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

IASC's Executive Director shall immediately notify the Executive Board of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.

¹ As director is understood any member of the organization's governing body at any time during the tax year, but only if the member has any voting rights (Source: Glossary IRS Form 990 (2018)).

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The President of the IASC will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Compliance Contacts IASC

Marco A. Janssen, President, Marco.Janssen@asu.edu

John R. Powell, Past-President, jpowell@glos.ac.uk

Insa Theesfeld, President-Elect, itheesfeld@yahoo.de

René van Weeren, Executive Director, iasc@iasc-commons.org [until December 15, 2019]

Caren Burgermeister, Executive Director, iasc@iasc-commons.org [as of December 15, 2019]

Policy approved by the Board of Directors on October 15, 2019.