

IETF IPMC Whistleblower Policy

Purpose

The IETF Intellectual Property Management Corporation (IPMC) is dedicated to upholding the highest standards of conduct and ethics. This policy provides a framework for individuals to report concerns about illegal, unethical, or improper conduct related to the IPMC's operations without fear of retaliation.

Scope

This policy applies to all IPMC Directors, volunteers, and support staff working on IPMC matters. It addresses concerns related to the IPMC's activities and protects those who report such concerns.

Reportable Actions

Individuals are encouraged to report any actions or suspected actions that may be illegal, unethical, or contrary to the best interests of the IPMC. This includes, but is not limited to:

- Violations of laws and regulations
- Breaches of IPMC policies or ethics
- Mismanagement or gross waste of funds
- Abuse of authority
- Actions harming the public interest or the IPMC's reputation

Reporting Procedures

Concerns can be reported first to the IPMC Chair. If the Chair is the target of the report, the Secretary will take the report. These individuals will handle reports with discretion and urgency.

Protection from Retaliation

The IPMC prohibits retaliation against individuals who report concerns in good faith. No individual will face adverse consequences for reporting. Retaliation will result in

disciplinary action, potentially including termination of the individual's involvement with the IPMC.

Investigation Process

Upon receiving a report, the IPMC will conduct a prompt and confidential investigation. IPMC board members or officers implicated in a report will not participate in the investigation, except to provide their account of events. The investigation will ensure fairness and due process for all parties involved.

Confidentiality

The IPMC will strive to maintain the confidentiality of individuals who report concerns. While the identity of the reporting individual will be kept confidential as much as possible, details of the complaint may need to be shared to conduct a thorough investigation.

Adopted by the Board of Directors by unanimous resolution on 08 February 2025.