



MUSCULOSKELETAL TUMOR SOCIETY

MSTS WHISTLEBLOWER PROTECTION POLICY

The Musculoskeletal Tumor Society (MSTS) prides itself on its adherence to federal, state, and local laws and/or regulations, including business ethics policies. As such, even though it is not obligated to do so, the MSTS has decided voluntarily to adopt a whistleblower protection policy. Pursuant to this policy, any management team member who becomes aware of any violation of federal, state, or local law or regulation, including any financial wrongdoing, should immediately report the violation to the Director of AAOS Society Relations to allow the Society to investigate and, if applicable, correct the situation or condition.

If the Director is involved or is believed to be involved in the matter being reported, management team members may, in the alternative, make a report to the MSTS's President. The MSTS will conduct an investigation and take appropriate action within a reasonable amount of time. Such complaints will be in confidence to the extent the needs of the investigation permit.

"Financial wrongdoing" may include, but is not limited to:

- questionable accounting practices;
- fraud or deliberate error in financial statements or recordkeeping;
- deficiencies of internal accounting controls; and
- misrepresentations to company officers or the accounting department (including deviation from full reporting of financial conditions).

If any management team member reports in good faith what s/he believes to be a violation of the law and/or financial wrongdoing to the AAOS, the MSTS, its legal counsel, or to a federal, state, or local agency or assists in an investigation concerning financial wrongdoing, it is the MSTS's policy that there will be no retaliation taken against the management team members.

Management team members are reminded of the importance of keeping financial matters confidential. Team members with questions concerning the confidentiality or appropriateness of disclosure of particular information should contact the Director.