



Academy of Management (AOM) Code of Ethics FAQ

About AOM's Code of Ethics

Where can I find the AOM's Code of Ethics and the Policies and Procedures for Handling Ethical Complaints?

The links to these two important documents can be found here:

[Code of Ethics](#)

[Policies and Procedures for Handling Ethical Complaints](#)

For future reference, the link to this FAQ can be found here:

Is the AOM Code of Ethics new?

No. The AOM has always had a Code detailing the principles and guidelines which we expect our members, volunteers, and elected officers to uphold. The current Code still contains these principles and guidelines, along with the enforced ethical standards first adopted in 2006. The standards of the revised Code are enforceable within the context of AOM activities, such as (but not limited to) publishing in AOM journals, participating in AOM Career Services, or submitting a paper to the AOM annual meeting. The Code was updated and revised in 2023.

Why does AOM have a Code of Ethics?

The Code is a proactive measure to enhance positive professional practice while also providing a mechanism for handling ethics complaints. It is designed to:

- Demonstrate and reflect commitment to and expectations of ethical behavior and decision making in the AOM
- Help officers, volunteers, members, and non-members to responsibly face and overcome ethical dilemmas they may encounter while participating in AOM activities
- Provide a fair and transparent framework for resolving ethics issues
- Develop a common understanding and sense of community around an articulated set of norms and professional standards

To whom does the AOM Code of Ethics apply?

The Code applies to AOM members and nonmembers participating in all AOM activities. Member activities outside of the AOM are not covered by the Code but ethics guidance, education, and referral services are made available through the [Ombuds Committee](#).

Why is the boundary of the AOM Code focused on AOM activities? The purpose of the Code is to enhance the positive professional practices of AOM members and non-

members participating in AOM activities while also providing a mechanism for handling ethics complaints within our association. The AOM has no legal or jurisdictional standing to address behavior outside of its own activities.

What are some examples of ethics issues that are considered within the boundaries of the Code and outside of it?

Within the Boundaries of the Code	Outside the Boundaries of the Code
Plagiarism in AOM journals	Plagiarism in journals not owned/managed by AOM
Harassment at the AOM Annual Meeting	Harassment taking place in meetings owned/managed by others
Alleged ethics violations between authors of AOM journal articles	Disputes between authors publishing in non-AOM journals
Plagiarism by a reviewer of an AOM Annual Meeting paper	Disputes over authorship of papers presented at non-AOM meetings
Misrepresentation of role and authority in an AOM activity	Volunteer behavior in other organizations
	Employment or other ethics disputes between an AOM member and their university
	Ethics issues between AOM members that take place in activities outside of AOM
	Ethics violations in other academies of management which are legally independent organizations

Does the AOM adjudicate alleged ethics violations that occur at the activities of other academies of management or between non-members?

No. The Code and its related policies and procedures were developed for AOM members by AOM members and apply within AOM activities (e.g., events, programs, journals, etc.) Other academies of management (e.g., Eastern Academy of Management, Southern Management Association, etc.) are independent associations responsible for their own activities. As such, the AOM does not absorb the ethics work or related liabilities for others. Other academies of management interested in developed their own Codes and procedures are welcome to speak with AOM HQ staff and AOM ethics volunteers about our processes and are free to craft their own approach using AOM’s framework as one example for consideration.

Similarly, issues and complaints involving two non-members are not eligible for filing formal AOM Ethics complaints. At least one party to the dispute must be a member and the activity must fall within the boundaries of the Code.

Management of the AOM's Code of Ethics and Related Processes

How are the AOM Code and related processes managed?

The AOM has an ethics architecture that consists of five bodies overseeing and managing the Code and AOM ethics activities.

Ombuds Committee (“Ombuds”): Initial Point of Contact for ethics inquiries.

Mediates disputes among AOM members concerning alleged ethics violations; provides informal counseling (“active listening”) to individuals and referrals on ethics issues; educates individuals about the Code of Ethics, Ethical Standards, and the Policies and Procedures for Handling Ethical Complaints; receives and processes requests for interpretations of the Code.

Ethics Education Committee (“EEC”): Handles ethics education in the AOM.

Educates the membership about the AOM Code of Ethics and its Ethical Standards; consults with the Ethics Committee about possible changes or improvements to the Code resulting from education efforts; helps officers and other volunteers address ethics matters when handling AOM activities by providing support mechanisms and tools to facilitate their work; translates ethics activities or inquiries into education opportunities for the AOM membership; educates members on ethics violation decisions for prevention purposes.

Ethics Adjudication Committee (“EAC”): Enforcement body for the Ethical Standards.

Screens inquiries to assess whether the matter meets the criteria for filing a complaint; explains adjudication procedures; receives and processes complaints about alleged violations of the Ethical Standards; manages an objective, impartial, and factual review of the dispute in question, and makes the best possible determination for each case.

Ethics Appeals Committee (“EAP”): Committee to hear and review appeals.

Reviews appeals by Respondents involved in ethics cases; compiles an efficient, objective, factual account of the appeal and makes the best possible determination for the case.

Ethics Committee of the Board of Governors (“EC”): Committee of the Board of Governors responsible for the oversight of the AOM's Ethics program.

Provides ethics policy and strategy advice to the Board of Governors; serves as sounding board to all ethics volunteers/committees (above); spearheads new ethics-strategy initiatives; periodically reviews and recommends changes to the Code and the Policies and Procedures for Handling Ethical Complaints; receives reports from the Ombuds, EEC, EAC and EAP regarding all ethics activities; prepares summaries for the Board of Governors and for the purpose of educating members.

For more detail on the responsibilities of each committee and other roles supporting the AOM's Ethics program, see the [Policies and Procedures for Handling Ethical Complaints](#).

Handling Ethics Issues and Filing Complaints

I have an ethics issue that is not related to AOM activities. What resources are available to me?

The Ombuds Committee is here to help. The Ombuds Committee provides informal counseling (“active listening”) to individuals and referrals on ethics issues. To contact a member of the Ombuds Committee email ombuds@aom.org.

I would like to file a formal complaint pertaining to an alleged violation of the enforced standards of the AOM’s Code. What do I do?

Your first stop should be the Ombuds Committee. The Ombuds Committee provides informal counseling (“active listening”) to individuals and referrals on ethics issues. A member of the Ombuds Committee can interpret the Code, Ethical Standards, the Policies and Procedures for Handling Ethical Complaints, and provide the form for filing a formal complaint. In addition, and importantly, the Ombuds can help mediate disputes among AOM members concerning alleged ethics violations as a pathway toward resolution instead of initiating the formal ethics process.

If I file a formal ethics complaint, who does it go to and what is the process for adjudication?

If you file a formal ethics complaint, the complaint form goes to the Chair of the Ethics Adjudication Committee (EAC) [AOM Leadership Directory](#) with a copy to the AOM’s Executive Director executivedirector@aom.org who serves as the staff support to the EAC. Once a formal written complaint is received, the EAC Chair screens the complaint to first determine if the application is complete and a) the alleged incident occurred within the domain of an AOM activity, b) the alleged incident is covered under the Ethical Standards of the AOM’s Code of Ethics, and c) the complaint is being filed within the specified time limits. If yes to all, the EAC Chair notifies the Complainant that the complaint meets the criteria for adjudication, explains the adjudication procedures, and notifies the Respondent who has an opportunity to respond.

Once the complaint and response are received, the EAC Chair assembles the Ethics Adjudication Committee and adjudicates the complaint. The EAC uses due process procedures that adhere to these guiding principles: predictable, transparent, unemotional/impartial, democratic, confidential, efficient, and educative. The EAC compiles an objective, impartial, and factual account of the dispute in question, and makes the best possible recommendation for the case which may include sanctions. For more on the role of the Ethics Adjudication Committee, the time limits and details for filing and responding to complaints, and the full set of steps involved in the adjudication process, please visit the [Policies and Procedures for Handling Ethical Complaints](#).

Can ethics complaints be filed anonymously?

Yes, but only under certain conditions. Transparent and democratic principles guide the Policies and Procedures for Handling Ethical Complaints—meaning that the charges and responses are made known to the parties and that both parties have voice and an opportunity to be heard. The Ombuds Committee, or the Ethics Adjudication Committee, may, however, invoke an anonymous complaint if all criteria are met in that: the Ombuds Committee or the Ethics Adjudication Committee has determined that the complaint is reasonable and worthy of investigation despite the anonymity of the source; *clear* evidence exists of the misconduct; and if there exists obvious evidence of a power imbalance between the anonymous source and the accused. The Past President acts as proxy for the anonymous complaint and files a formal complaint on behalf of the anonymous source. The anonymous source must be known to the Ombuds and remain accessible for the entirety of the complaint process.

More Information

For more information about the AOM’s Code of Ethics or the Policies and Procedures for Handling Ethical Complaints, please visit the [AOM website](#) or contact an Ombuds volunteer at ombuds@aom.org.