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Since 2005, more than 240 grievances have been filed with the PCP. Only AAOS members may file a grievance and only AAOS members may be the subject of a grievance. No patient or public complaints are accepted. *The PCP provides the subject of the grievance the right to file his/her own counter-grievance against the original submitter.*

Less than 27% of the filed grievances resulted in any official compliance action by the Board of Directors. The majority – 56% - are withdrawn by the grievant, dismissed at the administrative level (i.e., matter is too old to be accepted, filed by or against a non-member) or at the COP's prima facie review stage. In order to pass prima facie review, 2/3rds of the COP members must vote in favor of a hearing which tends to weed out grievances with no or low levels of evidence that an SOP violation occurred. More information about the PCP is available at www.aaos.org/profcomp.

INITIATION OF THE 2023 PROPOSED AMENDMENT TO THE SOP ON PROFESSIONAL RELATIONS

In 2022, the AAOS Board of Directors, in furtherance of the AAOS goals and to improve the culture of the orthopaedic profession, proposed a revision to the SOP on Professional Relationships to confirm that AAOS considers harassment, bullying and discrimination to be unprofessional conduct. The Board felt strongly that AAOS's formal standards should be updated to meet the expectations of the public, patients and members. At the Board of Director's request, the COP proposed an amendment to the Professional Relationships SOP such that the terms "harassment bullying and

discrimination” are considered unprofessional conduct that may violate a the SOP. The proposed SOP is as follows [proposed addition in underlining]:

An orthopedic surgeon shall conduct himself or herself in a professional manner in interactions with colleagues or other healthcare professionals. This includes, but is not limited to, avoiding behavior that is harassing bullying or discriminatory.

The Judiciary Committee (JC), as the intermediary committee to review grievances prior to the Board’s consideration, also reviewed the proposed amendment and recommended that it be adopted.

The proposed SOP amendment was submitted for consideration at 2022 Fall Meeting, and there, both the Board of Councilors (BOC), the Board of Specialty Societies (BOS) voted overwhelmingly to support it. At its December 2022 meeting, the Board of Directors also recommended adoption of the amendment. Prior to the 2023 Annual Meeting, the Fellowship was notified of matters that would be addressed during the Academy Business Meetings, including this proposed amendment. During the Open Hearing, AAOS Bylaws Committee heard from two AAOS Fellows who were opposed to and many more who were supportive of the proposed Amendment. Ultimately, the Bylaws Committee recommended that the proposed SOP amendment be adopted by the Fellowship on the ballot to be distributed the first week of May.

In sum, this proposed amendment has been extensively vetted by persons elected or appointed to lead the AAOS: the Board of Directors, the BOC, the BOS and 3 committees. Each governance unit recommends that the Fellowship vote in support of the proposed SOP amendment.