



AF-PL-9200-002

Fair reporting and non-retaliation Policy

Space / Aviation / Defense

FIRST EDITION

AF 9200 SUPPORTING DOCUMENT

Document identity and use

Field	Declared position
Code	AF-PL-9200-002
Title	Fair reporting and non-retaliation Policy
Family	Policies
Organization	Aerospace Federation
Edition	FIRST EDITION
Relationship	Supporting material for AF 9200 - Aerospace Safety & Operational Assurance
Status	Prepared for publisher review; approval and effective dates not assigned
Language	English master text

Use and precedence

The AF 9200 standard contains the proposed requirements. This supporting document supplies guidance, model controls or records within its stated purpose. Complete the local scope, parameters, roles and authority before operational use. A completed template does not establish conformity or permission.

Applicable legal and competent-authority obligations remain independently binding. No AF recognition, accreditation, statutory approval or operational authorization is created by this document. Codes in this set are proposed identifiers for the newly prepared supporting collection.

Record completion

Where fillable fields are provided, use a PDF reader that supports interactive forms. Blank fields remain unresolved. Attach controlled evidence by identifier where space is insufficient. Typed names are not certificate-based digital signatures. Preserve the completed record and its history under the local retention rules.

Implementation control	Allocation
Responsible function	Accountable executive
Primary AF 9200 anchors	5.6, 15
Catalogue	AF-ML-9200-001; coverage: AF-CM-9200-001

1 Purpose and use

This model policy supports AF 9200 Clauses 5, 8, 10-16, 25 and 27-28. It is a model for local adoption. The organization shall identify its legal entity, accountable executive, scope, communication routes and effective local approval before applying the policies. No individual appointment or approval is pre-entered.

The policies apply to employees, contracted personnel and participating suppliers within the organization's authority and agreements. Applicable legal duties and competent-authority requirements remain independently binding. Conflicts are escalated rather than silently resolved by a lower-level procedure.

2 Policy commitments

The organization encourages good-faith reporting of hazards, occurrences, near misses, barrier impairments and evidence concerns. It prohibits retaliation for honest reporting or a good-faith protective intervention.

Reports shall be received through accessible channels, protected according to applicable confidentiality rules and triaged by potential consequence. Reporters shall receive feedback where permitted. Anonymous reports shall be considered on the substance and available evidence rather than dismissed because identity is unavailable.

The organization shall distinguish inadvertent error, capability limitations, system-induced error, reckless conduct and deliberate misconduct through a fair process. Harmful outcome alone shall not determine culpability. Confidentiality shall not be promised beyond lawful capability, and safety information required to protect people shall reach authorized decision makers.

Table PL-2. Reporting safeguards

Safeguard	Required practice
Access	Routes usable by employees and relevant contractors
Protection	Restricted identity access and documented disclosure rules
Triage	Immediate protection and required notification assessed
Fairness	Evidence-based accountability with conflict management
Feedback	Acknowledgment and outcome information within lawful limits
Assurance	Monitoring for suppressed reporting or retaliation

3 Local adoption and review

Organization and scope

Accountable executive and delegated authorities

Local policy baseline and approval record

Reporting / stop-work / escalation routes

Communication and training evidence

Review interval and event triggers

Approver, date and limitations