

Whistleblower Protection

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The library seeks to provide a safe, courteous working environment for all of its employees. Adherence to all federal and state laws, including financial transactions and the use of public funds, is not founded upon an assumption of compliance but on an expectation of vigilance from all staff members and the library's Board of Trustees.

Every employee is expected to report, promptly, any reasonable suspicion of evidence of a violation of a law, rule, or regulation; gross mismanagement; gross waste of funds; an abuse of authority; or a substantial and specific danger to public health or safety. Employees have the right to expect that the library's supervisors and administrators will act, promptly, to investigate, address, and correct any issues that are reported.

Employees have the further right to expect that reporting any action, with the sole intent of preventing loss or harm to the library, its patrons, or its employees, will not result in retaliatory action. Retaliatory actions are defined by federal law and include:

- Termination or suspension from work
- Blacklisting
- Demotion
- Denying overtime or promotion
- Disciplinary actions
- Denial of benefits
- Failing to hire or to rehire
- Intimidation
- Reassignment that will impact promotion
- Reduction in pay or working hours

A copy of the Whistleblower Complaint Form can be found at the website for the United States Office of Special Counsel (<http://www.whistleblowers.gov>).

Failure to adhere to federal Whistleblower Protection laws carries severe penalties and could result in loss of employment.