

Policy # 29 WHISTLE BLOWER

Employee/ Volunteer Protection (Whistle-Blower) Policy

If any employee/ volunteer reasonably believe that some policy, practice, or activity of DeRuyter Free Library is in violation of law, a written complaint may be filed by that employee/ volunteer with the Executive Director or the Board President.

It is the intent of DeRuyter Free Library to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this policy is to support the organization's goal of legal compliance. The support of all employees/ volunteers is necessary to achieving compliance with various laws and regulations. An employee/ volunteer is protected from retaliation only if the employee/ volunteer brings the alleged unlawful activity, policy, or practice to the attention of DeRuyter Free Library and provides the DeRuyter Free Library with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees/ volunteers that comply with this requirement.

DeRuyter Free Library will not retaliate against an employee/ volunteer who, in good faith, has made a protest or raised a complaint against some practice of DeRuyter Free Library, or of another individual or entity with whom DeRuyter Free Library has a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

DeRuyter Free Library will not retaliate against an employee/ volunteer who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of DeRuyter Free Library that the employee/ volunteers reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning the health, safety, welfare, or protection of the environment.

My signature below indicates my receipt and understanding of this policy. I also verify that I have been provided with an opportunity to ask questions about the policy.

Employee or Volunteer Signature

Date

Policy # 28 Conflict of Interest
Adopted 3/14/16