



# Whistleblower Policy

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It is the intent of the Fleetwood Area Public Library to adhere to all laws and regulations that apply to the organization. The underlying purpose of this policy is to support the goal of legal compliance. The support of all employees is necessary to achieve compliance with various laws and regulations.

If any employee reasonably believes that a policy, practice, or activity of the Fleetwood Area Public Library is in violation of the law, a written complaint must be filed by that employee with the Library Director or the Board President.

An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of the Fleetwood Area Public Library and provides the Fleetwood Area Public Library with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

The Fleetwood Area Public Library will not retaliate against any employee who in good faith, has made a protest or raised a complaint against some practice of the Fleetwood Area Public Library, or of another individual or entity with whom the Fleetwood Area Public 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.

The Fleetwood Area Public Library will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of the Fleetwood Area Public Library that the employee 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.

Approved – November 17, 2009

Reviewed September 21, 2010, June 14, 2011, April 21, 2015, September 15, 2020