

# Alpha Park Pubic Library District Whistleblower Protection Policy



It is the responsibility of all trustees, officers, and employees to report violations of suspected waste, fraud, or abuse in accordance with this Whistleblower Protection Policy.

The staff, trustees, and any volunteers of the Alpha Park Public Library District who report waste, fraud, or abuse at the Library will not suffer any harassment, retaliation, or adverse employment consequences. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. A trustee who retaliates against an employee or another trustee may be subject to discipline by the Board of Trustees.

To report suspected waste, fraud, or abuse, a written report should be filed with the Library Director. If it would be inappropriate to make the report to the Library Director, a report may be filed with any Board member.

An investigation appropriate to the person or persons accused of waste, fraud, or abuse will be undertaken and a report summarizing findings will be provided to the person(s) making the report. Steps will be taken to deal with the issue, and if warranted, law enforcement personnel will be contacted.