

Livingston Free Library Whistleblower Policy

As of November 13, 2019

The whistleblower protection policy is being implemented at the Library to comply with Mid-Hudson Library System regulations.

At the Livingston Free Library, any staff member or volunteer who reports waste, fraud, or abuse will not be fired or otherwise retaliated against for making the report.

The report will be investigated and if determined not to be waste, fraud or abuse, the individual making the report will not be retaliated against for making the report. There will be no punishment for reporting problems—including firing, demotion, suspension, harassment, failure to consider the employee for promotion, or any other kind of discrimination.

There are several ways to make a report of suspected waste, fraud, or abuse:

1. Send an email to the Library Director or any Board member
2. Submit a report in writing to the Library Director or any Board member
3. Call the Library Director or any Board member

An appropriate investigation by the President of the Livingston Board of Directors or designee, will be undertaken and report summarizing findings will be provided to the person making the report. Steps will be taken to deal with the issue, and if warranted, law enforcement personnel will be contacted.

Adopted by the Livingston Board of Directors:

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X _____

X _____

X _____

X _____