



Whistleblower Protection Policy

Any Kent Public Library staff member or volunteer who reports waste, fraud, or abuse at the Library will not be fired or otherwise retaliated against for making the report.

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

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, the President, Vice-President or Treasurer.

An appropriate investigation will be undertaken, and a 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.

Approved by the Kent Library board on January 20, 2009
Reviewed and revised by the Kent Library Board on March 21, 2017

Review Cycle: 4 years
Review History: January 15, 2013;