

Jessamine County Public Library Whistle Blower Policy		
Effective date: 06-14-2012	Last revised: 02-15-2023	Last reviewed: 02-15-2023

Policy Statement

The Jessamine County Public Library (JCPL) is committed to operating in compliance with all applicable laws, rules, and regulations, and it prohibits unlawful retaliatory practices against its employees by any of its Board members, officers, employees, or agents.

Regulations

Employees may report any of the following to a public body with apparent authority to respond to such actions:

- Any actual or suspected violations of law or policy, or
- Any facts or information relative to actual or suspected mismanagement, waste, fraud, abuse of authority, or
- Substantial and specific danger to public health or safety.

This policy applies to matters of Library business only.

JCPL will not subject any employee to reprisal, either directly or indirectly, for having made a good faith report of suspected wrongdoing of the type set forth above, either internally to the Board or Executive Director, or externally to any public body with apparent authority to remedy or report such wrongdoing, nor will the Library take any such retaliatory action against any person who supports, aids, or substantiates such an employee in having done so.

In addition, JCPL will not, with the intent to retaliate, take any action harmful to any employee who has provided to law enforcement personnel, or to a court, truthful information relating to the possible commission by any of its employees, officers, Board members, or other agents, of any wrongdoing of the type set forth above.

Suspected wrongdoing of the type set forth above may be internally reported by the employee confidentially or anonymously. Reports of suspected wrongdoing will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

All internal reports of suspected wrongdoing of the type set forth above will be promptly investigated as appropriate. In conducting its investigations, JCPL will strive to keep the identity of the reporting employee(s) as confidential as possible.

JCPL may take disciplinary action (up to and including termination) against any employee who has engaged in unlawful retaliatory conduct in violation of this policy.