

Adopted by resolution of the Board of Trustees  
Orangeburg Library

## **Whistleblower Policy**

No Trustee, Director, manager, employee, or volunteer of the Library, who, in good faith, reports any action or suspected action taken by or within the Library that is illegal or in violation of any adopted policy of the Library shall suffer intimidation, harassment, discrimination, or other retaliation, or, in the case of an employee, adverse employment consequences.

Staff members should raise concerns with and report wrongdoings to the Director, who shall then promptly advise the Board. If the concerns are with the Director, the individual should report to an officer of the Board. This Whistleblower Policy shall not apply to allegations made with reckless disregard for their accuracy; people making such reckless allegations may be subject to disciplinary action by the Library.

The Director or, in his/her absence, an officer of the Board of Trustees (i.e., President or Vice-President), shall be responsible for the administration of the policy and report any such violations to the full Board.

A copy of the Policy shall be distributed and made available to all managers, employees, and volunteers who provide substantial services to the Library.