

WHISTLEBLOWER POLICY

The Mohawk Valley Library System Board of Trustees recognizes that employees have an important role to play in assuring that the System is operated in accordance with the law and the System's own policies, and therefore adopts this Whistleblower Policy to protect an employee who reports in good faith a reasonable belief that applicable law, or System policy, is being violated.

In order to be protected under this policy, an employee must report a reasonable belief that

a policy, practice or activity of the System is in violation of applicable law;
an action taken on behalf of the System is in violation of existing System policy;
an individual or entity with which the System has a business relationship has, in the course of that relationship, violated applicable law.

The report must be in writing, and directed to the Director and the Board President; the report may also be provided to any other member of the Board.

The System will investigate the report, and take such action as may be appropriate with respect to the subject of the report; the System will inform the employee of the action taken, to the extent that it can do so.

The System will not take adverse action against the employee based on the report, or on objectively reasonable follow-up activities undertaken by the employee in good faith, so long as the employee filed the report and allowed the System a reasonable period to investigate and take action before initiating such follow-up activities.

Approved by the Mohawk Valley Library System Board of Trustees
January 22, 2010