



Whistleblowers

Last modified **OCTOBER 18 2023**

The Rowan County Public Library (“the Library”) is committed to operating in compliance with all applicable laws, rules, and regulations, and therefore prohibits unlawful retaliatory practices against its staff by Library officers, agents, or employees, up to and including members of the Library Board of Trustees.

Staff may report any actual or suspected violation(s) of law or policy, or any facts or information relative to actual or suspected violation(s)—including but not limited to mismanagement, wastefulness, fraud, abuse of authority, or substantial and specific danger to public health or safety—to any public body with apparent authority to investigate, report upon, or remedy such violation(s). This policy shall apply to any matter which is found to be both related to the Library’s business and unrelated to private acts of persons not connected to Library business.

As per KRS 61.102, the Library shall not subject any employee, as defined in KRS 61.101, to reprisal, either directly or indirectly, for having made a good faith report of suspected wrongdoing(s) as described herein, whether such a report is made internally to the Executive Director and/or the Board or externally to any public body with apparent authority to investigate, report upon, or remedy such wrongdoing(s), nor shall the Library take any retaliatory action(s) against any person who in good faith supports, aids, or substantiates an employee in doing so.

Furthermore, the Library shall 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 regarding the possible commission by any of its agents, officers, or employees, up to and including members of the Board, of any wrongdoing(s) as described herein.

If a Library staff member has a reasonable belief that any of the Library’s agents, officers, or employees, up to and including members of the Board, have engaged or are engaged in any wrongdoing(s) as described herein, that staff member is encouraged to immediately report such information internally to the Executive Director and/or the Board, as appropriate to the situation.

Suspected wrongdoing(s) as described herein may be internally reported by an employee either confidentially or anonymously. Reports of suspected wrongdoing(s) shall be kept confidential to the furthest extent possible and also consistent with the need to conduct an adequate investigation.



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Concerns may likewise be submitted anonymously. Such anonymous concerns should be sent in writing to the Executive Director and/or the President of the Board at the Library's business address:

Rowan County Public Library

175 Beacon Hill Rd

Morehead, KY 40351-6031

A concern from any staff member or citizen may also be submitted via email to the Executive Director at director@rowancountylibrary.org.

All internal reports of suspected wrongdoing(s) as described herein shall be promptly investigated as appropriate. In conducting its investigation(s), the Library shall strive to maintain the confidentiality of the reporting employee(s) or citizen(s) to the furthest extent possible.

The Library will take disciplinary action, up to and including termination, against any employee who is found to have engaged in unlawful retaliatory conduct in violation of this policy.

The Library shall ensure that all staff are advised of this policy's content, and will train all levels of directorial, supervisory, and/or managerial staff regarding the prohibition of retaliation in accordance with this policy.

Staff Acknowledgment of Rowan County Public Library Whistleblower Policy

I, _____, acknowledge my receipt and understanding of the Rowan County Public Library's policy regarding employee and citizen whistleblowers.

Signature

Date