

EMPLOYEE PROTECTION POLICY

RUTLAND FREE LIBRARY

It is the intent of the Rutland Free Library to adhere to all local, state, and federal laws(collectively “Regulation”). In addition, it is the expectation that all policies of the Rutland Free Library Board are adhered to.

If an employee believes that some policy, procedure, practice, or activity (collectively, “Act”) of the Rutland Free Library is in violation of a Regulation, the employee may submit a written complaint (“Complaint”) with the Library Director or the Board President identifying the specific Regulation at issue, as well as the Act constituting the alleged violation.

Subject to the terms of this Policy, the Library shall not retaliate against an employee who in good faith and based upon a reasonable belief that the Library has violated or is in the process of violating a Regulation submits or announces intent to submit a Complaint. Retaliation against the complainant may result in disciplinary action up to and including termination.

With the exception of an alleged Act that creates imminent danger of bodily harm, the employee shall provide the Library with a reasonable opportunity to begin investigation (but no more than thirty (30) days after submission of a Complaint) prior to notifying a governing agency, the general public, or the media. In turn, such Complaints will be held in confidence to the extent the needs of the investigation permit.