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## **Employee Protection (Whistleblower) Policy**

### **1. Purpose**

The purpose of this policy is to affirm the Boyertown Community Library's (BCL) support to any employee or employees who bring to the attention of the Library Director or Board of Trustees a belief that a policy, practice or activity is in violation of the law.

### **2. Scope**

This policy applies to all library employees.

### **3. Statement**

If an employee reasonably believes that some policy, practice or activity of the BCL is in violation of the law, public policy or ethical or moral standard, the employee may file a written complaint with the Library Director or Board President. It is the intent of the BCL to adhere to all laws and regulations that apply to the organization. The underlying purpose of this policy is to support the goal of legal compliance. The support of all employees is necessary to achieve compliance. BCL will not retaliate against any employee who, in good faith, has protested or raised a complaint against some practice of BCL, or another individual or entity with whom the BCL has a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy. BCL will not retaliate against employees who disclose or, threaten to disclose, to a supervisor or public body, any activity, policy or practice of BCL that the employee reasonably believes is in violation of a law, rule or regulation mandated pursuant to law, or is in violation of a clear mandate or public policy concerning health, safety, welfare or protection of the environment. BCL will promptly investigate all claims brought to its attention pursuant to this policy, and will take appropriate remedial action.

Reviewed 8 September 2010

Reviewed 12 October 2011

Reviewed 12 September 2012

Reviewed 25 July 25 2018

Reviewed and amended 26 October 2021