



3612 Kutztown Rd
Reading PA 19605

Employee Protection (Whistleblower) Policy

It is the intent of the Muhlenberg Community Library 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 achieving compliance with various laws and regulations.

If any employee reasonably believes that some policy, practice, or activity of the Muhlenberg Community Library is in violation of the law, a written complaint must be filed by that employee with the Library Director or the Board President.

An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of the Muhlenberg Community Library and provides the Muhlenberg Community Library with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

The Muhlenberg Community Library will not retaliate against any employee who in good faith, has made a protest or raised a complaint against some practice of the Muhlenberg Community Library, or of another individual or entity with whom the Muhlenberg Community Library 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.

The Muhlenberg Community Library will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of the Muhlenberg Community Library that the employee reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning the health, safety, welfare, or protection of the environment.

Adopted by Board of Trustees 2/9/2009
Reviewed and Adopted by Board of Trustees 11/12/12
Reviewed by Board of Trustees 11/09/20
Reviewed and Amended by Board of Trustees 5/08/23