

VIOLATION OF PUBLIC POLICY, CONCERTED ACTIVITY, AND REPORTING (“WHISTLEBLOWER”) POLICY

Douglas County Libraries (the “Library”) expects high standards of ethical and legal conduct and behavior in all areas of operations. Additionally, the Library is dedicated to the principle of free speech. The Library encourages discussion among library workers, including library administrators, of nonconfidential professional and policy matters about workplace conditions, the operation of the Library and matters of public concern within the framework of applicable laws.

When any perceived breach of ethical or legal conduct is observed by a member of the staff or community involving activities undertaken by those representing the Library, or perceived violation of an employee’s rights to engage in protected concerted activity, it should be reported to a supervisor or the Human Resources department immediately.

Additionally, if any employee perceives retaliation for reporting their concerns about a perceived breach of ethical or legal conduct or engaging in concerted activity protected by law, they should contact their supervisor, the Human Resources department, or the Executive Library Director immediately. The situation will be promptly investigated by the Human Resources department or the Executive Library Director.