



NON-RETALIATION POLICY

Policy Number: 056

Effective Date: 3/22/2017

Authorized by: Board of Trustees

Review Date: 3/01/2025

Approved March 22, 2017

1) Purpose:

To reinforce Timberland Regional Library's (TRL) position on retaliation.

2) Scope:

This policy applies to the staff of TRL.

3) Background:

None.

4) Definitions:

None.

5) Policy:

A. It is the policy of TRL to comply with all applicable laws that protect employees against unlawful retaliation as a result of their lawfully reporting information regarding alleged misconduct by any employee of the Library District.

B. The staff of TRL shall not intimidate, threaten, coerce, discriminate against, or take any retaliatory action against an employee who discloses information where said employee has a good-faith, reasonable belief that the information demonstrates a violation of a federal or state law, or a TRL policy or procedure.

C. All employees are encouraged to report any violations of this policy. The confidentiality of all parties will be protected as far as reasonable procedures allow. Reports of retaliation shall be thoroughly investigated. Any employee found to be engaged in retaliation shall be subject to the process of disciplinary action, up to and including termination.

6) References:

None.

7) Citations:

A. *42 U.S.C. 2000e-3(a) (Title VII).*

B. *29 U.S.C. 623(d) (ADEA).*

C. *42 U.S.C. 12203(a) and (b) (ADA).*

D. *29 U.S.C.215(a)(3) (FLSA).*

E. *RCW 49.60.210 (Whistleblower Protection).*



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By the enactment of this policy the Board of Trustees of Timberland Regional Library is concurrently rescinding any prior policy or procedure within TRL that is either in conflict with or expansive of the matters addressed in this policy.