

**Employee Reporting Policy****Policy 3.4**

In accordance with the New York State Labor Law, Section 740 ("Prohibition of Retaliatory Personnel Action by Employers"), it is the policy of the Library that any employee may, in good faith, report significant waste, fraud, abuse or irregularity occurring within the Library without fear of retaliation by the Library.

- I. No employee may be terminated, demoted, suspended, denied promotion, harassed or otherwise retaliated against by the Library for making any such report.
- II. Notwithstanding the above, any employee may be subject to appropriate disciplinary action if such report shall have been falsely made, with malicious intent, by such employee.

Approved Sept. 24, 2009