

S P O K A N E C O U N T Y L I B R A R Y D I S T R I C T

Policy Title	HR09 – Employee Whistleblower Protection		
Approval Date	January 1, 1993	Revision Date	January 1, 2025
Related	RCW 42.41.010 Policy & Procedure HR10.04 Retaliation		
Purpose	To set forth the District’s policy regarding whistleblower protections.		
Scope	Applies to all District employees.		

In the event of the amendment of any law, regulation, or ordinance incorporated into this policy or upon which this policy relies, the policy shall be deemed amended in conformance with those changes.

In cases where this policy conflicts with any local ordinance, state or federal law, the terms of that law, and its underlying rules or regulations shall prevail. In all other cases, personnel policies and practices prevail.

The Board reserves the right to change and/or modify this policy at any time, as circumstances dictate and in accordance with applicable law.

Policy:

Failure to follow policy and meet District expectations may result in disciplinary action, up to and including termination.

The Local Government Whistleblower Act was enacted by the 1992 session of the Washington State Legislature and was codified as RCW 42.41. Its purpose is to encourage local government employees to disclose improper governmental actions of local government officials and employees, to protect local government employees who make good-faith reports to appropriate governmental bodies, and to provide remedies for such individuals who are subjected to retaliation for having made such reports.

Every employee has the right to report to the appropriate person or persons, information concerning an alleged improper governmental action by Spokane County Library District officials and/or employees.

Employees who make good faith reports following established procedures will be protected from any retaliation for having made such reports. Their identity will be kept confidential to the extent possible under the law, unless the employee authorizes disclosure of their identity in writing.

Definition

Improper Governmental Action: any action by a District officer or employee that (a) is undertaken in the performance of her/his official duties, and (b) is in violation of any law, is an abuse of authority, is of substantial and specific danger to the public health or safety, or is a gross waste of public funds. It does not include personnel actions, including employee grievances, complaints, appointments, promotions, transfers, assignments, reassignments, reinstatements, restorations, re-employment, performance evaluations, reduction-in-pay, dismissals, suspensions, demotions, or reprimands.

Retaliatory Action: any adverse change in an employee’s employment status or the terms and conditions of employment.

Emergency: a circumstance that if not immediately changed may cause damage to persons or property.

The District will make a good faith effort to implement this policy in a fair and consistent manner.

The Executive Director will establish administrative procedures necessary to implement this policy.