

# Friends of the Narragansett Library

## Whistleblower Policy

### 1. Purpose

The Friends of the Narragansett Library are committed to lawful, ethical, and transparent operations. This policy encourages Executive Committee members, volunteers, and library staff members to report suspected misconduct without fear of retaliation.

### 2. Who This Applies To

This policy applies to all members of the Executive Committee, volunteers, and others acting on behalf of the organization.

### 3. Reportable Conduct

Suspected misconduct includes, but is not limited to:

- Fraud, theft, or misuse of organizational funds or property
- Financial irregularities or falsification of records
- Undisclosed conflicts of interest
- Violations of federal, state, or local laws
- Serious violations of organizational policies
- Retaliation against someone who reports in good faith

### 4. Reporting

Reports may be made in good faith, verbally or in writing to any member of the Executive Committee, excluding affected individuals. Reports may be made anonymously. Confidentiality will be maintained to the extent reasonably possible.

### 5. Investigation

The Executive Committee, or a designated officer or committee will review and investigate reports promptly and appropriately. Individuals involved in the complaint will not participate in the review.

### 6. No Retaliation

No individual who makes a report in good faith shall be subject to retaliation, harassment, or adverse consequences. Retaliation is a serious violation of this policy. Knowingly false or malicious reports may result in corrective action.

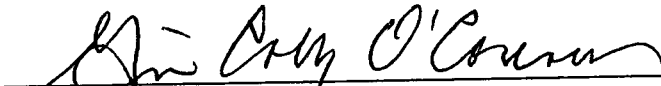
### 7. Administration/Review

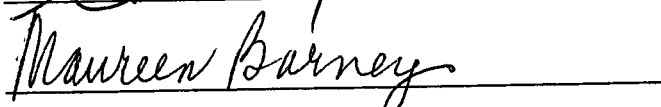
This policy is administered by the Executive Committee and will be reviewed periodically.

### 8. Adoption

Adopted by the Executive Committee of the Friends of the Narragansett Library on January 21, 2026.

Signed:

 President

 Secretary