

Seminar on the Acquisition of Latin American Library Materials (SALALM)

Whistleblower Policy

Board resolution: The Executive Board of SALALM approves the inclusion of the following statement in the Operations Handbook, and directs the Executive Director to ensure that it is given to and acknowledged annually by all members of the Executive Board. In addition, the Executive Director will ensure that whistleblower protection notification is posted on the SALALM website.

Notes: The Model Whistleblower Policy extends beyond the law by encouraging reporting of law violations as well as prohibiting retaliation. Whistleblower Posters can be downloaded from each state.

Policy: If any member reasonably believes that some policy, practice, or activity of SALALM is in violation of law, a written complaint may be filed by that member with the Executive Director.

It is the intent of SALALM to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this Policy is to support the organization's goal of legal compliance. The support of all members is necessary to achieving compliance with various laws and regulations. A member is protected from retaliation only if the member brings the alleged unlawful activity, policy, or practice to the attention of the Executive Director and provides SALALM with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to members that comply with this requirement.

SALALM will not retaliate against a member who, in good faith, has made a protest or raised a complaint against some practice of SALALM, or of another individual or entity with whom SALALM had a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

SALALM will not retaliate against a member who discloses or threatens to disclose to a member of Executive Board, committee/subcommittee chair or a public body any activity, policy, or practice of SALALM that the member reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning health, safety, welfare, or protection of the environment.