

FRIENDS OF AURORA PUBLIC LIBRARY, INC.

WHISTLE BLOWER POLICY OF THE

FRIENDS OF AURORA PUBLIC LIBRARY, INC.

EFFECTIVE NOVEMBER 2, 2009

Effective immediately any Officer, Director, Committee Member or Member of the Friends of Aurora Public Library, Inc. who becomes aware of:

... any past or present action on the part of any other Officer, Director, Committee Member, or Member of the Friends of Aurora Public Library, Inc. who's action and/or behavior was such; as to cause the Friends of Aurora Public Library, Inc. to be placed in an "at risk position" either financially or to its operations as a bookstore: is encouraged/expected to immediately contact the President, Vice President or Treasurer of the Friends of Aurora Public Library, Inc. and to fully disclose his/her concerns or information.

... any action or behavior on the part of any Officer, Director, Committee Member or Member of the Friends of Aurora Public Library, Inc. who' actions and/or behavior may be interpreted as "sexual harassment" is encouraged/expected to immediately contact the President, Vice President, or Treasurer of the Friends of Aurora Public Library, Inc. and to fully disclose his/her concerns or information.

...any Individual who has knowledge that the action(s) or behavior on the part of any Officer, Director, Committee Member or Member has resulted in the Officer, Director, Committee Member of the Friends of Aurora Public Library, Inc. to have committed the Friends of Aurora Public Library, Inc. in such a way or manner in which the Officer, Director, Committee Member or Member has directly or financially benefitted is encouraged/expected to immediately contact the President, Vice President or Treasurer of the Friends of Aurora Public Library, Inc. and to fully disclose his/her concerns or information.

Any Officer, Director, Committee Member or Member of the Friends of Aurora Public Library, Inc. who discloses his/her concerns or information may do so without fear of reprisal in any form and his/her position as Officer, Director, Committee Member or Member of the Friends of Aurora Public Library, Inc. will not be affected; nor will his/her relations with the Friends of Aurora Public Library, Inc. be affected.