



WHISTLEBLOWER PROTECTION POLICY

RESOLUTION # 2023 - 05

A RESOLUTION OF THE TOWNSHIP OF RIVER FOREST ADOPTING THE WHISTLEBLOWER PROTECTION POLICY

WHEREAS, the State Officials and Employees Ethics Act (5 ILCS 430/15), provides “whistleblower” protections to State employees who report, or threaten to report, wrongdoing, provide information or testify regarding wrongdoing, or assist in the enforcement of the Ethics Act.

WHEREAS, Public Act 101-0652 amends the Public Officers Prohibited Activities Act by adding a new section 50 ILCS 105/4.1; and WHEREAS, 50 ILCS 105/4.1 prohibits a unit of local government, or any agent or representative of a unit of government from retaliating against an employee or contractor who reports an improper governmental action as defined under 50 ILCS 105/4.1; cooperates with an investigation by an auditing official related to a report of improper governmental action; or, testifies in a proceeding or prosecution arising out of an improper governmental action.

WHEREAS, the Township of River Forest recognizes that an employer may not make, adopt, or enforce any rule, regulation or policy preventing an employee from disclosing information to a government or law enforcement agency if the employee has reasonable cause to believe the information discloses a violation of a State or federal law, rule or regulation; and,

WHEREAS, the Board of Trustees, as elected officials of River Forest Township, recognize that Whistleblower Protection policies are critical tools for protecting individuals who report activities believed to be illegal, dishonest, unethical, or otherwise improper. the importance of not retaliating or threatening to retaliate for said disclosures; and,

WHEREAS, in order to publicly declare a commitment to full disclosure and to express concern for the common good and wellbeing of all residents of River Forest, the Board of Trustees of the River Forest Township have determined it to be in the best interests of the Township to adopt this Resolution.

NOW, THEREFORE, be it resolved by the River Forest Township Board of Trustees as follows:

Section 1. The foregoing recitals shall be and are hereby incorporated as findings of fact as if said recitals were fully set forth herein.

Section 2. The Whistleblower Protection Policy, included as Exhibit A to this Resolution, is hereby adopted.



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Section 3. Repeal of Conflicting Provisions. All Resolutions and policies or parts thereof, in conflict with the provisions of this Resolution are, to the extent of the conflict, expressly repealed on the effective date of this Resolution.

Section 4. Severability. If any provision of this Resolution or application thereof to any person or circumstances is ruled unconstitutional or otherwise invalid, such invalidity shall not affect other provisions or applications of this Resolution. Each invalid provision or invalid application of this Resolution is severable.

Section 5. The Township Clerk is directed to have the employees of River Forest Township sign the Whistleblower Protection Policy and adhere to it in all official actions.

	AYE	NAY	ABSTAIN	ABSENT
Carla Sloan	<u>X</u>	_____	_____	_____
Helene Connolly	<u>X</u>	_____	_____	_____
Deanna Herrman	<u>X</u>	_____	_____	_____
Keith Strom	<u>X</u>	_____	_____	_____
Karen Taubman	<u>X</u>	_____	_____	_____

PASSED THIS 14 day of November, 2023

APPROVED THIS 14 day of November 2023



Signature of Township Supervisor Carla Sloan

Attested by Township Clerk Jane Bauer



WHISTLEBLOWER PROTECTION POLICY

EXHIBIT A

I. The River Forest Township will not retaliate against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, or poor work assignments and threats of physical harm. Any whistleblower who believes he/she is being retaliated against must contact the Township Attorney immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

II. Whistleblower protections are provided in two important areas: confidentiality and retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law, and to provide accused individuals their legal rights of defense. A whistleblower may also waive confidentiality in writing.

III. Individuals protected include employees and contractors. The Township may not discharge, threaten, or otherwise discriminate against an employee regarding the employee's compensation, terms, conditions, location, or privileges of employment. "Employee" means anyone employed by the Township, whether in a permanent or temporary position, including full-time, part-time and intermittent workers. "Employee" also includes persons who have been terminated because of any report or complaint submitted under this Policy.

IV. A person who alleges a violation of this policy may bring a civil action and the court may grant appropriate relief.

V. All reports or concerns of illegal and dishonest activities will be promptly submitted to the Township Attorney, who is responsible for investigating and coordinating any necessary corrective action as the Auditing Official. The whistleblower is not responsible for investigating the alleged illegal or dishonest activity, or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

VI. Examples of illegal or dishonest activities include violations of federal, state, or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial reporting. The employee must exercise sound judgment to avoid baseless allegations. An employee who intentionally files a false report of wrongdoing will be subject to disciplinary action.

VII. Employees are required to sign a written acknowledgement that they have received, read and understand this Policy and to submit that acknowledgement to the Township Clerk.



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Acknowledgement of Receipt and Understanding of the River Forest Township Whistleblower Protection Policy

Please acknowledge receipt and review of the River Forest Township Whistleblower Protection Policy by completing the following and returning it to the Township Clerk.

I confirm that I have received, read and understand the Whistleblower Protection Policy. As an employee, I understand it is my responsibility to follow the Whistleblower Protection Policy. I understand that if I have any questions, I may contact the Township Attorney. I have signed and dated this acknowledgement to confirm my support for the Whistleblower Protection Policy.

Printed Name: _____

Signature: _____

Title / Role: _____

Date: _____