

RESOLUTION # 38-2020

Resolution Establishing a Whistleblower Protection Policy for the City of Geneva

Whereas, it is the desire of the City to have a well-functioning system of checks and balances whereby employees are encouraged to report information concerning any allegedly improper governmental action; and

Whereas, a policy is needed to protect said employees ("whistleblowers") from subsequent retaliation by the City's officers or employees; and

Whereas, a whistleblower protection policy reinforces the expected values and behaviors of City officials and employees as guardians of the public trust and resources; Now

therefore be it resolved that,

City employees may submit allegations of improper conduct or administration by any city officer or employee directly to the City Clerk, City Manager, Mayor, or any City Councilor. Any individual who files a complaint may elect to have their identity kept confidential. The individual's identity will be kept confidential to the extent permitted by law unless the individual waives confidentiality in writing. Information can be submitted in person, over the phone, by voicemail, e-mail, text, or by mail; and

Be it further resolved that, no city officer or employee shall retaliate against any whistleblower for the disclosure of potential wrongdoing, whether through threat, coercion, or abuse of position; and, no city employee shall interfere with the right of any other city employee by any improper means aimed at deterring disclosure of potential wrongdoing. Any attempts at retaliation or interference are strictly prohibited and;

Be it further resolved that, all allegations of retaliation against a Whistleblower or interference with an individual seeking to disclose potential wrongdoing will be thoroughly investigated by the City. Any city officer or employee who retaliates against or had attempted to interfere with any individual for having in good faith disclosed instances of potential wrongdoing is subject to discipline, which may include termination of employment. Any allegation of retaliation or interference will be taken and treated seriously and irrespective of the outcome of the initial complaint, will be treated as a separate matter.

This policy takes effect immediately upon adoption by the Geneva City Council and applies to all City employees regardless of office, status, or union membership.