



FRANKFORT
PUBLIC LIBRARY DISTRICT

Whistleblower & Anti-Retaliation Policy
ADOPTED DATE 08/25/2022
REVISED DATE 01/22/2026
REVIEW DATE
REVISION # 1

LIBRARY POLICY

Whistleblower & Anti-Retaliation Policy

PURPOSE

As required by 50 ILCS 105/4.1, the Whistleblower and Anti-Retaliation Policy designates the Library's Auditing Official, and outlines the policy and procedure for reporting and investigating improper governmental action and/or whistleblower retaliation.

POLICY

It is the policy of the Frankfort Public Library District to act in accordance with Illinois Public Act 101-652 generally, and specifically Section 4.1 of the Public Officers Prohibited Activities Act.

It is the policy of the Library to prohibit any official from retaliating against any employee who:

1. Reports an improper governmental action,
2. Cooperates in the investigation related to a report of an improper governmental action, or
3. Testifies in a proceeding or prosecution of an improper governmental action.

The Office of Executive Inspector General for the Agencies of the Illinois Governor states "Retaliatory action" means:

Reprimand, discharge, suspension, demotion, denial of promotion or transfer, or change the terms or conditions of employment that occurs in retaliation for an employee's involvement in the protected activities, above.

Improper governmental action is defined as follows:

"Improper governmental action" means any action by a unit of local government employee, an appointed member of a board, commission, or committee, or an elected official of the unit of local government that is undertaken in violation of a federal, State, or unit of local government law or rule; is an abuse of authority; violates the public's trust or expectation of his or her conduct; is of substantial and specific danger to the public's health or safety; or is a gross waste of public funds.

"Improper governmental action" does not include a unit of local government personnel actions, including, but not limited to employee grievances, complaints, appointments, promotions, transfers, assignments, reassignments, reinstatements, restorations, reemployment, performance evaluations, reductions in pay, dismissals, suspensions, demotions, reprimands, or violations of collective bargaining agreements, except to the extent that the action amounts to retaliation. Retaliation, in this context means retaliatory action that results from an employee's protected activity of reporting improper governmental action, cooperating in the investigation, proceeding or prosecution of a reported improper governmental action.

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Copies of this Policy and Procedure, along with a copy of Section 4.1 of the Public Officers Prohibited Activities Act will be given to every employee upon hiring. Additionally, these same documents will be furnished or made available to all employees on an annual basis.

Designation of Auditing Official

The Frankfort Public Library District designates the Library Director to serve as the Auditing Official of the Frankfort Public Library District, with the duties and responsibilities set forth in 50 ILCS 105/4.1.

Procedures for Reporting & Investigating Reports of Improper Governmental Action

A. Reporting an “Improper Governmental Action” or Retaliation

1. If a library employee believes that they have witnessed an improper governmental action, as defined in the Policy above, the employee must submit a written report of the improper governmental action to the Library Director.
2. If an employee believes that they have been retaliated against for reporting improper governmental action, or cooperating in the investigation, or procedure involving an improper governmental action, the library employee must report such alleged retaliation to the Library Director within sixty (60) days of the retaliatory action taking place.
3. The Library Director may transfer the complaint to another auditing official, including the States Attorney, if the Director determines that it is appropriate.
4. If the Library Director is also the subject of the complaint, the Complainant may file the complaint with the Frankfort Public Library District Board of Trustees or any State’s Attorney.

B. Investigation of Complaint

1. Identity of the Complainant
 - a. The Library Director will keep the identity of the Complainant confidential to the extent allowed by law.
 - b. The Complainant may waive confidentiality in writing on a form presented to the Library Director.
2. The Library Director shall investigate the complaint promptly and thoroughly and conclude whether or not the evidence gathered through such investigation warrants merit of a finding that either an improper governmental action, or retaliation for filing such a complaint or complying with such an investigation occurred or did not occur.
3. The investigation by the Library Director may include:
 - a. Interviews of the Complainant and witnesses;
 - b. Interviews of governmental officials who may have knowledge about the complaint or may be the subject of the complaint;
 - c. Inspection of documentation (in written, printed, or electronic format) relevant to the complaint;
 - d. Take any other appropriate measures to ensure that the complaint has been thoroughly investigated.
 - e. Make a determination whether the complaint has merit or whether the complaint does not have merit.

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C. Determination and Remedial Action If Necessary

1. If the Library Director determines that the complaint has no merit, the Library Director can dismiss the complaint.
 - a. In the event that the Complainant feels the complaint has been dismissed prematurely, they may bring their complaint to the Library Board President for a second opinion.
 - b. The Library Board President may decide to reopen the investigation, transfer the complaint to another auditing official, including any State's Attorney, or decline to reopen the investigation.
2. If the Library Director determines that the complaint has merit, they may take remedial action on behalf of the Complainant, including reinstatement, reimbursement for lost wages or expenses, promotion, or other remedial action that the Library Director deems appropriate. The Library Director may also make their investigation findings available to the Complainant's attorney if the Library Director finds that restitution is not sufficient.
3. Any person who engages in prohibited retaliation under Section 4.1 of the Public Officers Prohibited Activities Act may also be subject to fines, appropriate employment action, civil or criminal prosecution, or any combination of these actions.