

On motion of Mr. Portune, seconded by Ms. Driehaus the following resolution was adopted...



BL 3

RESOLUTION REVISING SECTION 6.4 WHISTLE-BLOWER POLICY OF THE HAMILTON COUNTY BOARD OF COUNTY COMMISSIONERS' PERSONNEL POLICY MANUAL

BY THE BOARD:

WHEREAS, the Board of County Commissioners of Hamilton County, Ohio, maintains the lawful authority in accordance with the Ohio Revised Code to establish, adopt, revise and modify policies, procedures and other rules of employment for employees under the Board's jurisdiction; and

WHEREAS, it is the desire of the Board of County Commissioners to modify Section 6.4 to provide greater transparency and ensure accountability.

NOW THEREFORE BE IT RESOLVED by the Board of County Commissioners of Hamilton County, Ohio, that Section 6.4 Whistle-Blower Policy be modified, said document attached hereto and made a part hereof; and

BE IT FURTHER RESOLVED that the Human Resources Director is authorized and directed to implement and distribute this change in Personnel Policy Section 6.4; and

BE IT FURTHER RESOLVED that the Clerk of this Board be and hereby is authorized and directed to certify copies of this resolution to the County Administrator and the County Human Resources Director.

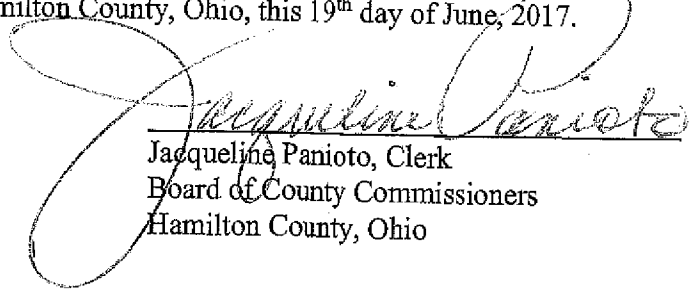
ADOPTED at a regularly adjourned meeting of the Board of County Commissioners of Hamilton County, Ohio, this 19th day of July, 2017.

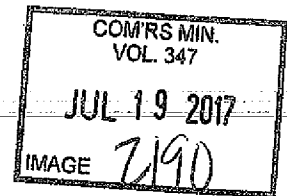
Ms. Driehaus YES Mr. Monzel YES Mr. Portune YES

CERTIFICATE OF CLERK

IT IS HEREBY CERTIFIED that the foregoing is a true and correct transcript of a resolution adopted by the Board of County Commissioners in session the 19th day of June, 2017.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Office of County Commissioners of Hamilton County, Ohio, this 19th day of June, 2017.


Jacqueline Panioto, Clerk
Board of County Commissioners
Hamilton County, Ohio



SECTION 6.4: WHISTLEBLOWER POLICY

- A. Hamilton County is committed to high standards of ethical, moral and legal business conduct. In line with this commitment, and Hamilton County's commitment to open communication, this policy aims to encourage and enable employees to raise concerns internally so that Hamilton County can address and correct inappropriate conduct and actions.

- B.f Employees may file a written report with their supervisor or Department Head identifying a problem or violation of federal, state or local statute, rules or regulations, including County policies, rules or regulations, or misuse of public resources. Such a report should be filed with the County Administrator or Human Resources Director if the employee believes that the supervisor or Department Head is in any way involved in the violation or misuse. Such a report should be filed with the Board of County Commissioners if the employee believes the County Administrator or Human Resources Director are in any way involved in the violation or misuse. The Board of County Commissioners will refer a complaint involving the County Administrator to the Human Resources Director who with the assistance of the Hamilton County Prosecutor will determine the appropriate investigative steps. The Board will refer a complaint involving the Human Resources Director to the County Administrator who with the assistance of the Hamilton County Prosecutor's Office will determine the appropriate investigative steps.

- C. Written reports filed by employees with the supervisor, Department Head or County Administrator shall be forwarded to the Human Resources Director.

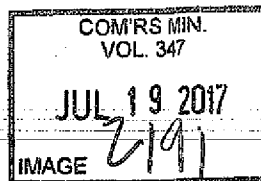
- D. The Human Resources Director or designee shall conduct a confidential investigation of the allegation and take the remedial action, if indicated. A confidential written response shall be issued to the employee filing the complaint by the Human Resources Director or designee within a reasonable amount of time following the investigation. The Human Resources Director or designee will make every effort to select someone the complainant is comfortable with to conduct the investigation.

- E. No employee shall be subject to any corrective or other retaliatory action for making what the employee believes to be an honest report. Any person found to have committed such disciplinary or other retaliatory action shall be subject to discipline.

- F. Employees shall be subject to disciplinary action for purposely, knowingly, or recklessly reporting false information. As used in this section "purposely", "knowingly", and "recklessly" have the same meanings as in Section 2901.22 of the Revised Code.

- G. Employees shall be aware that they may be called upon as material witnesses in any disciplinary or criminal proceeding arising out of a report filed under Paragraph A above.

Effective: September 29, 1994
Revised: 12/06/00, 05/04/2012, 07/29/2016, 07/19/2017



- H. In addition, the State Auditor's Office maintains a system for the reporting of fraud, including misuse and misappropriation of public money, by any public office or public official. The system allows Ohio residents and the employees of any public office to make anonymous complaints using the following methods:
1. Call the toll-free Fraud Hotline: 1-866-FRAUD OH (1-866-372-8364)
 2. Make a report online at:
<http://www.auditor.state.oh.us/fraudcenter/siu/complaint/complaint.aspx>
 3. Mail a letter to Ohio Auditor of State's Office, Special Investigations Unit, 88 E. Broad Street, Columbus, Ohio, 43215.
- I. Employees are strongly encouraged to follow the procedures outlined in this Policy. Employees who choose to contact law enforcement, private counsel, media, or others regarding incidents they believe to be true shall not be subject to disciplinary actions for such referrals.