



# MEMORANDUM

Date: May 16, 2022

To: The Honorable Chair and Members  
Pima County Board of Supervisors

From: Jan Leshner *Jan Leshner*  
County Administrator

Re: "Whistleblower Protection" Language

At the May 3, 2022 meeting, the Board of Supervisors discussed the development of "whistleblower protection" language to be made part of the Board of Supervisors Policy C.2.1. Supervisor Christy included in his submission to the Board, a copy of the Policy as currently written. (Attachment 1)

Currently, the Non-retaliation section reads as follow:

This policy prohibits retaliation against employees who report potentially unethical workplace behavior or participate in the investigation of the complaint. Any employee bringing a complaint under this policy, or assisting in the investigation of such a complaint, will not be adversely affected in terms and conditions of employment, nor discharged because of the complaint. Anyone who engages in retaliatory action will be subject to discipline, up to and including dismissal. Retaliation is defined as activity that may dissuade a reasonable person from exercising his or her obligations under this policy.

In an April 29, 2022 Memorandum to the Board, I suggested that the following language, which was provided for the Board's consideration to protect employees from disclosing information of a public concern that exposes illegal or unethical activities:

Any employee who discloses information of a matter of public concern to a public body, to include the Board of Supervisors, that the employee reasonably believes evidences a violation of any law, mismanagement or waste of public monies, or an abuse of authority, shall not face reprisal for such action, to include disciplinary action or dismissal from employment.

During the May 3 discussion, there was a suggestion that language specifically include management. Following the May 3 meeting, my office contacted each Board office to ascertain if the Board Member had concerns and/or suggestions regarding the expansion of the "whistleblower protection" language for inclusion in the Board's Policy C.2.1. As of today, we have not received suggestions.

I will draft options for consideration by the Board of Supervisors at the June 7, 2022 meeting.

Attachment

- c: Carmine DeBonis, Jr., Deputy County Administrator for Public Works
- Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer, Health and Community Services
- Cathy Bohland, Director, Human Resources Department

MAY 16 2022 10:01 AM

# ATTACHMENT 1



# PIMA COUNTY, ARIZONA BOARD OF SUPERVISORS POLICY

<b>Subject:</b> Workplace Ethics, Conduct and Compliance	<b>Policy Number</b>	<b>Page</b>
	C 2.1	Page 1 of 3

## **Purpose:**

The provisions of this policy and related procedures are intended to achieve fair, ethical and accountable local government for Pima County.

## **Policy:**

It is the policy of the Board of Supervisors to attain a balance that encourages good conduct through effective leadership, clear and comprehensive standards, education and appropriate enforcement mechanisms.

All employees of Pima County shall maintain the highest ethical standards in the conduct of County business and avoid circumstances that may create an appearance of impropriety or cause members of the public to have a negative opinion of the County. While acting in their official capacities and in the discharge of their duties, County employees are expected to be professional, respectful, fair, unbiased, honest, civic-minded, service-oriented, and fiscally responsible at all times.

## **Declaration:**

Pima County will not tolerate any behavior in the workplace that constitutes unethical conduct or behavior as defined in this policy and related procedures.

## **Definitions:**

**Ethical workplace behavior** is behavior based on a system of moral principles that conforms to the accepted standards of conduct of a society, organization and/or institution.

**Unethical workplace behavior** is conduct that does not conform to approved standards of professional behavior.

## **Examples of Ethical Workplace Behavior:**

1. Conducting yourself at work according to rules that you believe should apply to everyone rather than acting on rules that only apply to you and your value set;
2. Making decisions in the County's best interests and/or withdrawing yourself from the decision-making process when a decision puts your personal interests (including those involving relatives and domestic partners) in competition with the interests of the County;



# PIMA COUNTY, ARIZONA BOARD OF SUPERVISORS POLICY

**Subject: Workplace Ethics, Conduct and Compliance**

**Policy  
Number**

C 2.1

**Page**

Page 2 of 3

3. When a decision could benefit a large number of people as opposed to a small group of individuals, making a decision that favors the larger group;
4. Making work-related decisions on the basis of logic and facts, as opposed to emotion, bias or outside influence and avoiding making decisions on the basis of skin color, sex, gender expression, gender identity, social status, linguistic ability, sexual orientation, disabilities, etc.;
5. Understanding that the County workforce reflects society's diversity and requires tolerance of opinions and attitudes that differ from your own;
6. Respecting the efforts of co-workers, giving credit when merited, and avoiding claiming the achievements of others as your own;
7. Understanding that actions have consequences and considering the consequences of intended actions before taking them.

## **Reporting Procedure:**

When an employee believes that he or she has witnessed or been made aware of unethical workplace behavior, the employee must report any and all incidents immediately to a supervisory level employee, to include his or her supervisor, division manager, appointing authority, elected official, the supervisor of the alleged perpetrator or to Human Resources Employment Rights directly.

Supervisory employees in receipt of allegations of unethical workplace behavior shall assess the severity of the conduct and determine whether Human Resources Employment Rights should be contacted. If the manager or supervisor is uncertain whether the severity of the conduct merits contacting Employment Rights, he or she should consult Employment Rights immediately.

Employees who believe they have witnessed or been made aware of unethical workplace behavior are not required to confront the alleged perpetrator of the behavior in question.

## **Non-retaliation**

This policy prohibits retaliation against employees who report potentially unethical workplace behavior or participate in the investigation of the complaint. Any employee bringing a complaint under this policy, or assisting in the investigation of such a complaint, will not be adversely affected in terms and conditions of employment, nor discharged because of the complaint. Anyone who engages in retaliatory action will be subject to discipline, up to and including dismissal. Retaliation is defined as activity that may dissuade a reasonable person from exercising his or her obligations under this policy.



# PIMA COUNTY, ARIZONA BOARD OF SUPERVISORS POLICY

<b>Subject: Workplace Ethics, Conduct and Compliance</b>	<b>Policy Number</b>	<b>Page</b>
	C 2.1	Page 3 of 3

## Confidentiality

To the extent feasible, information provided in the complaint and investigation process at both informal and formal levels will be treated as confidential. However, the County will disclose information if deemed reasonably necessary to investigate and take appropriate corrective action, or to defend such corrective action, and/or if required by law.

## References:

Merit System Rule 2 – General Provisions  
Merit System Rule 4 – Selection: Recruitment, Announcements, and Applications  
Personnel Policy 8-101 – Employment of Relatives  
Personnel Policy 8-111 – Outside Employment  
Personnel Policy 8-119 – Rules of Conduct  
Board of Supervisors Policy D 21.1 – Equal Employment Opportunity and Affirmative Action Policy  
Board of Supervisors Policy D 21.2 – Prevention of Sexual Harassment  
Board of Supervisors Policy D 21.3 – Prevention of Workplace Harassment  
Board of Supervisors Policy D 23.1 – Preventing, Identifying and Addressing Workplace Bullying  
Board of Supervisors Policy D 27.1 – Pima County Information Technology Program  
Board of Supervisors Policy D 29.2 – Procurement Policy  
Administrative Procedure 3-19 – County Employees – Gifts  
Administrative Procedure 3-26 – County Employees – Conflict of Interest  
Administrative Procedure 23-17 – Loyalty Oath  
Administrative Procedure 27-4 – Information Technology Program  
Administrative Procedure 27-5 – Electronic Mail (Email) Governance

Adoption Date: September 3, 2013  
Revision Date: June 20, 2017  
February 5, 2019  
Effective Date: February 5, 2019