



Bannock County

Whistleblower Policy Statement

1. Purpose

The purpose of this Policy is to prevent adverse actions taken against an employee who communicates the existence of any waste of public funds, property or manpower, any violations of law, or who provides information in an investigation, court proceeding or other form of inquiry.

2. Scope

This policy applies to all employees of Bannock County.

3. Policy

Idaho Code Title 6, Chapter 21 is the “Idaho Protection of Public Employees Act,” though it is commonly referred to as the “Whistleblower Law.” Idaho Code Section 6-2109 supports an employer notifying employees of their protections and obligations (the primary obligation is to prove damages if the employee is treated adversely per Idaho Code Section 6-2105). Bannock County supports a Whistleblower Policy which encourages the following:

- Professionalism
- Honesty
- Integrity
- Accountability
- Responsibility
- Cost Effective Use of Public Resources

- Communication
- Open and Honest Sharing of Information and Ideas

The Whistleblower Policy is intended to encourage and enable employees to raise serious concerns within Bannock County, prior to seeking legal or other resolutions outside the County.

4. Procedure

a. Reporting Responsibility

It is the responsibility of each County employee to report violations or suspected violations in accordance with the Whistleblower Policy. It is the responsibility of each Supervisor who is notified of any violations suspected to notify his/her appropriate Elected Official or Department Head immediately.

b. No Retaliation

No employee who in good faith reports a violation shall suffer harassment, retaliation or adverse employment actions. Any employee who retaliates against someone who has reported a violation in good faith is subject to discipline, up to and including termination of employment.

c. Reporting Violations

Employees are encouraged to speak to their immediate Supervisor if applicable regarding any questions, concerns, suggestions, or complaints. However, if the employee is not comfortable with speaking to his/her immediate Supervisor or is not satisfied with the Supervisor's response, they are encouraged to speak with the next level of management within their respective department up to the Elected Official.

Each Elected Official will investigate all reports unless the Elected Official requests Human Resource/Risk Management Department and/or the County civil legal counsel to conduct the investigation on his/her behalf. If the investigation shows that it is warranted, appropriate corrective action will be taken.

d. Confidentiality

Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct a thorough investigation.

The Whistleblower Policy is designed to encourage reports of abuse. By identifying oneself, the ability to conduct a thorough investigation is facilitated.

Violations that are reported anonymously are more difficult to investigate.

e. Acting in Good Faith

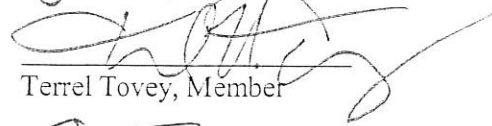
Anyone who voices a concern or points out a violation or suspected violation of laws, regulations or accepted business practices must have reasonable grounds for believing a violation has occurred. Any allegations that prove to have been made maliciously or which are knowingly false will be viewed as a serious disciplinary offense.

Approved this 17th day of January, 2018, by Resolution No. 2018-6.

BOARD OF BANNOCK COUNTY COMMISSIONERS



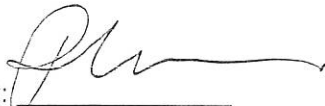
Ken Bullock, Chairman



Terrel Tovey, Member



Steve Brown, Member



Attest:

Robert Poleki, Clerk