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# MEMORANDUM

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Date: April 29, 2022

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

From: Jan Leshner   
County Administrator

Re: **Additional Material for the May 3, 2022 Board of Supervisors Addendum Agenda RE: "whistleblower protection language"**

Supervisor Christy has placed an Item on the May 3, 2022 Board of Supervisors Addendum Agenda requesting discussion and action regarding the development of "whistleblower" protection language to be made a part of the Board of Supervisors Policy C 2.1 – Workplace Ethics, Conduct and Compliance.

The following language is provided for your 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.

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.

The suggested "whistleblower" protection language could be added to that section, should it appropriately describe the action that may be directed by the Board of Supervisors.

JKL/mp

c: Carmine DeBonis, Jr., Deputy County Administrator for Public Works  
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer,  
Health and Community Services