



## Illinois Heartland Library System

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MEMO TO: IHLS Board of Directors  
 FROM: Leslie Bednar  
 DATE: August 17, 2022  
 RE: Ethics Commission

Eleven years ago, the Illinois Heartland Library System adopted its [Ethics Ordinance](#) in compliance with state requirements. The Ethics Ordinance focuses on ethical behavior, political activity, and the limitations on acceptable gifts to IHLS staff and officers. It details the responsibilities of our Ethics Advisor and Ethics Commission which is responsible for receiving and acting on any complaints of an ethical nature within the bounds of the policy. Ellen Popit (IHLS Associate Director) is our advisor, and the commission is comprised of three board members, each serving two-year overlapping terms.

Commission members, appointed by the executive director with the advice and consent of the board, meet only after “receipt of a signed, notarized, written complaint, to investigate, conduct hearings and deliberations, issue recommendations for disciplinary actions [and] impose fines” regarding violations of the gift ban and prohibited political activity stated in the ordinance. The commission does not meet of its own accord. In our 11+ years as an organization we have not had an occasion to call a meeting.

The ordinance carries the force of law. Any recommendation for disciplinary action is referred to our appropriate counsel to prosecute the case.

At this time, we have one standing member serving the remainder of a two-year term. I recommend the following additions to complete the body.

Thank you.

<b>Member Name</b>	<b>Term</b>	<b>Comment</b>
Chastity Mays	August 2021 – August 2023	Current member
Kevin Latoz	August 2022 – August 2024	<i>Recommended member</i>
Kelly Sullivan	August 2022– August 2023 (replaces retiring member)	<i>Recommended member</i>

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