



Illinois Heartland Library System

TO: IHLS Board of Directors
 FROM: Leslie Bednar
 DATE: August 15, 2025
 RE: Ethics Commission

Fourteen 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 14 years as an organization, we have not needed 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.

This year, I recommend Kristi Lear to join the commission with a 2-year term. Ms. Lear served a 1-year term last year, completing the commitment of a retired board member.

Thank you.

<i>Member Name</i>	<i>Term</i>	<i>Comment</i>
Matt Greider	August 2024 – August 2026	<i>Current member</i>
Kristy Lear	August 2025 – August 2027	<i>Recommended member</i>
Emily Pickell	August 2024 – August 2026	<i>Current member</i>

Recommended motion: Motion to approve the Ethics Committee as presented.

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