

Ordinance No. 2025-03

Williamsfield Public Library District 2025 – 2026 Ethics Ordinance

The Williamsfield Public Library District (WPLD) is dependent on the trust of its community to successfully achieve its mission. Therefore, it is crucial that all Trustees and employees conduct business on behalf of the Williamsfield Public Library District with the highest level of integrity avoiding any impropriety or the appearance of impropriety.

Guiding Principles:

Trustees and employees should uphold the integrity of the WPLD and should perform their duties impartially and diligently.

Trustees and employees should not engage in discrimination of any kind, including that based on race, class, ethnicity, religion, sex, sexual orientation, or belief system.

Trustees and employees should protect and uphold library patrons' right to privacy in their use of the library's resources.

Trustees and employees should avoid situations in which their personal interests, activities, or financial affairs are, or are likely to be, perceived as being in conflict with the best of interest of the Williamsfield Public Library District.

Trustees and employees should avoid having interests that may reasonably bring into question their position in a fair, impartial, and objective manner.

Trustees and employees should not use or attempt to use their position with the Williamsfield Public Library District to obtain privileges or advantages for themselves or others.

Trustees and employees should not be swayed by partisan interests, public pressure, or fear of criticism.

Trustees and employees should not denigrate the WPLD or the interests of fellow Trustees or employees in any public area.

Trustees shall not interfere with the management responsibilities of the director or the supervision of library staff.

Trustees shall support the efforts of librarians in resisting censorship of library materials by groups or individuals.

Therefore:

To preserve and uphold the WPLD's reputation as an organization of integrity, each Trustee and employee shall sign a "Statement of Economic Interest" statement annually during their tenure with the WPLD. The Board shall appoint an Ethics Officer for a term of two (2) years to provide guidance on implementation of the Ethics Policy.

Compliance:

If any Trustee or contracted employee appears to be in conflict of the *Guiding Principles* above, he/she will be asked to meet with the Ethics Officer to discuss the issue. The Ethics Officer will make a recommendation to the full Board based on their findings.

Any non-contracted employees who are or appear to be in conflict with the *Guiding Principles* will be asked to meet with the Library Director who will make a determination as to discipline or termination based on his/her findings.

This Ordinance shall be in full force and effect as of July 1, 2025 upon its passage and approval of the Williamsfield Public Library District Board of Trustees, county of Knox, state to Illinois, pursuant to a roll call vote as follows:

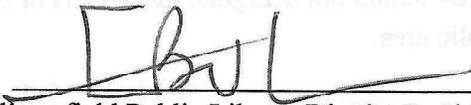
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NAYS: 0

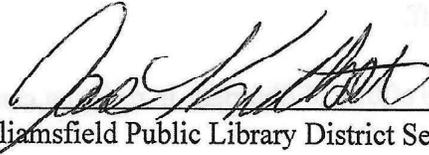
ABSENT: _____

ATTEST:

APPROVED: this 27th day of May, 2025.
(Month) (Year)



Williamsfield Public Library District President, Board of Trustees



Williamsfield Public Library District Secretary, Board of Trustees