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**BOARD OF COUNTY COMMISSIONERS  
HILLSBOROUGH COUNTY  
TAMPA, FLORIDA 33601**

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**BOARD POLICY – SECTION NUMBER 07.19.00.00:**

**SUBJECT: INVESTIGATION OF WORKPLACE CONCERNS**

**EFFECTIVE DATE: December 16, 2009**

**SUPERSEDES: NEW**

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**PURPOSE AND POLICY**

It is in the interest of Hillsborough County government to give Commissioners' Aides (hereinafter "employees") the opportunity to raise concerns about their workplace, so that such concerns may be appropriately investigated internally and addressed.

If an employee has a concern about employee misconduct, including alleged employment discrimination or harassment, or ethics violations, the employee should immediately inform the County Attorney. The County Attorney will work with the Human Resources Director to determine the appropriate course of action regarding any such concern.

Employees should report any other workplace concern to the Commissioner for whom they work so he or she can review the matter and take whatever steps may be appropriate.

**Approved By:** Board of County Commissioners  
**Approval Date:** December 16, 2009