



## Harrington Park Public Library

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February 20, 2021

Dear President Bellucci and BCCLS Executive Board Members,

A Code of Conduct investigation was listed on the agenda of the January 27, 2021 Executive Board Meeting, as signed by President Bellucci on January 20. At that meeting the President designated a committee to investigate a "formal BCCLS Code of Conduct complaint." The results of the investigation were to be reported at the February 24 Executive Board meeting. The Executive Board did not grant the Committee specific power to act (Bylaws Article V, Section 1), nor did it approve the President as the chair of the Committee (Bylaws Article III, Section 2(E)).

After the Executive Board meeting, it was discovered that the Code of Conduct had never been approved by the BCCLS membership, rendering invalid the formation of a Code of Conduct investigation committee. Nonetheless, with no approved policy or procedures in place to ensure a thorough and fair process, the investigation proceeded. I was summoned to appear before the investigation committee as the accused party, with no information as to the complaint itself or my rights. My choice was to either legitimize this process by participating or to decline, and forego the opportunity to defend myself. Given the precedent that could be set by my participation and its potential impact on the organization, I declined.

Soon after the investigation concluded, the President issued a reprimand to me on behalf of the investigation committee. On what authority was this reprimand issued? As the Director of the Harrington Park Public Library, I am calling on the Executive Board to authorize the BCCLS attorney to investigate these proceedings and make a determination as to whether the BCCLS Bylaws were violated. I await your reply.

Sincerely,

A handwritten signature in cursive script that reads "Judy Heldman". The ink is dark and the signature is fluid and legible.

Judy Heldman  
Library Director

cc: J. Scalpello, President  
Harrington Park Public Library Board of Trustees