TOWN OF MALONE
COUNTY OF FRANKLIN
INDUSTRIAL DEVELOPMENT AGENCY
RESOLUTION NO. 11-2016

WHISTLEBLOWER POLICY

WHEREAS, the Public Authorities Law requires public authorities to adopt a whistleblowers policy; and

WHEREAS, whistleblowers guidelines have been established in accordance with the Public Authorities Law; and

NOW THEREFORE BE IT RESOLVED: The Town of Malone, County of Franklin, Industrial Development Agency, Board of Directors adopts the whistleblower policy as written.

MOTION MADE BY: Board Member John Sullivan

SECONDED BY: Board Member Mary Scharf

APPROVED BY BOARD ON: March 9, 2016

Howard Maneely, Chairman

WHISTLEBLOWER POLICY

Town of Malone Industrial Development Agency requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the Town of Malone Industrial Development Agency, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Every member of the Board of the Town of Malone Industrial Development Agency and all officers and employees thereof, in the performance of their duties shall conduct themselves with honesty and integrity and observe the highest standards of business and personal ethics as set forth in the Code of Ethics of the Town of Malone Industrial Development Agency.

Each member, officer or employee is responsible to report any violation of the Code (whether suspected or known) to the Agency's Chairman. Reports of violations will be kept confidential to the extent possible. No individual, regardless of their position with the Agency, will be subject to any retaliation for making a good faith claim and, any employee who chooses to retaliate against someone who has reported a violation, shall be subject to disciplinary action, which may include termination of employment. All claims of retaliation will be taken and treated seriously and, irrespective of the outcome of the initial complaint, will be treated as a separate offense.

The Chairman is responsible for immediately forwarding any claim to the Agency's counsel who shall investigate and handle the claim in a timely manner.

ADOPTED by the Board of Directors on the 9th day of March, 2016.