

# COUNTY OF FRANKLIN INDUSTRIAL DEVELOPMENT AGENCY

## WHISTLEBLOWER POLICY

REVISED AND ADOPTED BY RESOLUTION ON SEPTEMBER 11, 2019

**Introduction:** This Whistleblower Policy (the “*Whistleblower Policy*”) of the County of Franklin Industrial Development Agency (the “*Agency*”) is adopted by resolution pursuant to the Public Authorities Law.

### **Operative Policy**

- A. All members of the board of directors (the “*Board*”) of the Agency and all officers and employees of the Agency, in the performance of their duties, shall conduct themselves with honesty and integrity and observe high standards of business and personal ethics as set forth in the Code of Ethics of the Agency (the “*Code*”).
- B. Each director, officer and employee are responsible to report any violation of the Code (whether suspected or known) to the Agency’s Chief Executive Officer. Reports of violations will be kept confidential to the extent possible, consistent with the need to conduct and adequate investigation.
- C. The Agency shall not fire, discharge, demote, suspend, threaten, harass or discriminate against an employee because of the employee’s role as a whistleblower, insofar as the actions taken by the employee are legal.
- D. Anyone filing a complaint concerning a violation or suspected violation of the Code must be acting in good faith and have reasonable grounds for believing there has been a violation of the Code.
- E. Any claim of retaliation will be taken and treated seriously and, irrespective of the outcome of the initial complaint, will be treated as a separate offense.
- F. The Chief Executive Officer is responsible for immediately forwarding any claim to the Agency’s counsel who shall investigate and handle the claim in a timely manner.

Any and all previously approved Whistleblower policies of the Agency are hereby rescinded.