

**Olean Urban Renewal Agency
101 East State Street
Olean, NY 14760**

WHISTLEBLOWER POLICY

Every director, officer or employee of the Agency, 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 Olean Urban Renewal Agency.

Each director, officer or employee is responsible to report any violation of the Code (whether suspected or known) to the Agency's chair. 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. Regardless, 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.

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

The question of the adoption of the foregoing policy was duly put to vote on roll call, which resulted as follows:

	Yea	Nay	Abstain	Absent
William Aiello	✓			
John Ash				✓
Charles Corcoran	✓			
John Crawford				✓
Deanna Foster	✓			
Earl McElfresh	✓			
Nate Smith				✓

This policy is hereby adopted and shall be effective immediately as approved and adopted this 14th day of November, 2018. 