

COLUMBIA COUNTY LAND BANK CORPORATION

WHISTLEBLOWER POLICY AND PROCEDURES

Section 1. Purpose

It is the policy of the Columbia County Land Bank Corporation (the “Land Bank”) to afford certain protections to individuals who in good faith report violations of the Land Bank’s Code of Ethics or other instances of potential wrongdoing within the Land Bank. This policy is adopted pursuant to New York Public Authorities Law §2824(1)(e).

The Whistleblower Policy and Procedures set forth below are intended to encourage and enable employees to raise concerns in good faith within the Land Bank without fear of retaliation or adverse employment action.

Section 2. Definitions

“Good Faith” – Information concerning potential wrongdoing is disclosed in “good faith” when the individual making the disclosure reasonably believes such information to be true and reasonably believes that it constitutes potential wrongdoing.

“Land Bank Employee” – All Board members, and officers and staff employed at the Land Bank whether full-time, part-time, employed pursuant to contract, employees on probation and temporary employees.

“Whistleblower” – Any Land Bank employee who in good faith discloses information concerning wrongdoing by another Land Bank employee, or concerning the business of the Land Bank itself.

“Wrongdoing” – Any alleged corruption, fraud, criminal or unethical activity, misconduct, waste, conflict of interest, intentional reporting of false or misleading information, or abuse of authority engaged in by a Land Bank employee that relates to the Land Bank.

“Personnel Action” – Any action affecting compensation, appointment, promotion, transfer, assignment, reassignment, reinstatement or evaluation of performance.

Section 3. Reporting Wrongdoing

All employees who discover or have knowledge of potential wrongdoing concerning Board members, officers, or employees of the Land Bank; or a person having business dealings with

this Land Bank; or concerning the Land Bank itself, shall report such activity in accordance with the following procedures:

- a) The Land Bank employee shall disclose any information concerning wrongdoing either orally or in a written report to his or her supervisor, or to the Land Bank's ethics officer, general counsel, human resources representative or to any Board member.
- b) All Land Bank employees who discover or have knowledge of wrongdoing shall report such wrongdoing in a prompt and timely manner.
- c) The identity of the whistleblower and the substance of his or her allegations will be kept confidential to the best extent possible.
- d) The individual to whom the potential wrongdoing is reported shall investigate and handle the claim in a timely and reasonable manner, which may include referring such information to the Authorities Budget Office or an appropriate law enforcement agency where applicable.
- e) Should a Land Bank employee believe in good faith that disclosing information within the Land Bank pursuant to Section 1(a) above would likely subject him or her to adverse personnel action or be wholly ineffective, the employee may instead disclose the information to the Authorities Budget Office or an appropriate law enforcement agency, if applicable. The Authorities Budget Office's toll-free number (1-800-560-1770) should be used in such circumstances.

Section 4. No Retaliation or Interference

No Land Bank employee shall retaliate against any Whistleblower for the disclosure of potential wrongdoing, whether through threat, coercion, or abuse of authority.

No Land Bank employee shall interfere with the right of any other Land Bank employee by any improper means aimed at deterring disclosure of potential wrongdoing.

Any attempts at retaliation or interference are strictly prohibited and:

- a) No Land Bank employee who in good faith discloses potential violations of the Land Bank's Code of Ethics or other instances of potential wrongdoing, shall suffer harassment, retaliation or adverse personnel action.
- b) All allegations of retaliation against a Whistleblower or interference with an individual seeking to disclose potential wrongdoing will be thoroughly investigated by the Land Bank.
- c) Any Land Bank employee who retaliates against or had attempted to

interfere with any individual for having in good faith disclosed potential violations of the Land Bank's Code of Ethics or other instances of potential wrongdoing is subject to discipline, which may include termination of employment.

- d) Any allegation of retaliation or interference will be taken and treated seriously and irrespective of the outcome of the initial complaint, will be treated as a separate matter.

Section 5. Other Legal Rights Not Impaired

The Whistleblower Policy and Procedures set forth herein are not intended to limit, diminish or impair any other right or remedies that an individual may have under the law with respect to disclosing potential wrongdoing free from retaliation or adverse personnel action, including the rights and remedies an individual may have under New York State law.