

BINGHAMTON URBAN RENEWAL AGENCY

**BINGHAMTON URBAN RENEWAL AGENCY (BURA)
EMPLOYEE AND BOARD MEMBER PROTECTION POLICY
WHISTLEBLOWER POLICY**

If any employee/board member reasonably believes that some policy, practice or activity of the Binghamton Urban Renewal Agency (BURA hereafter) is in violation of law, a written complaint must be filed by that employee/board member with the Corporation Counsel of the City of Binghamton or the BURA Executive Director.

It is the intent of BURA to adhere to all laws and regulations that apply to BURA and the underlying purpose of this policy is to support the organization's goal of legal compliance. The support of all employees/board members is necessary to achieving compliance with various laws and regulations. An employee/board member is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of BURA and provides BURA with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees/board members that comply with this requirement.

BURA will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of BURA, or of another individual or entity with whom BURA has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy concerning the health, safety, welfare or protection of the environment.

Actions by an authority. No state or local authority shall 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.

Amended January 14, 2020