

**In compliance with directives of the New York State Authorities Budget Office, all Directors of the Binghamton Local Development Corporation are required to sign the following document annually:**

BINGHAMTON LOCAL DEVELOPMENT CORPORATION (BLDC)

EMPLOYEE/BOARD MEMBER PROTECTION (WHISTLEBLOWER) POLICY

If any employee/board member reasonably believes that some policy, practice, or activity of the Binghamton Local Development Corporation (BLDC 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 Director of the Binghamton Economic Development Office.

It is the intent of the BLDC to adhere to all laws and regulations that apply to the BLDC 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 the BLDC and provides the BLDC 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.

The BLDC will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of the BLDC, or of another individual or entity with whom the BLDC 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.