

SENECA COUNTY INDUSTRIAL DEVELOPMENT AGENCY
WHISTLEBLOWER POLICY

Every member of the board (the "Board") of the Seneca County Industrial Development Agency (the "Agency") and all officers and employees thereof, 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 Agency (the "Code").

Each member, officer or employee is responsible to report any violation of the Code (whether suspected or known) to the Agency's Executive Director. To the extent that a violation of the Code involves the Agency's Executive Director a report will be made to the Agency's board. 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 Executive Director or the Agency's Board is responsible for immediately forwarding any claim to the Agency's counsel who shall investigate and handle the claim in a timely manner.

Approved and adopted this 2nd day of April, 2009.