

**INC. VILLAGE OF HEMPSTEAD COMMUNITY DEVELOPMENT AGENCY
WHISTLEBLOWER POLICY**

It is the intent of the Inc. Village of Hempstead Community Development Agency (the “Agency”) to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the organization’s goal of legal compliance. The support of all employees is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of the Agency and provides the Agency with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement. Improper governmental action shall include fraud, waste and abuse of the Agency by an Agency officer or employee, or an agent of such officer or employee, which is undertaken in performance of such officer’s, employee’s, or agent’s official duties, whether or not such action is within the scope of his or her employment, that is in violation of any federal, state, or local law, rule or regulation. Employee shall mean any person employed by the Agency and shall not include an independent contractor.

If any employee of the Agency reasonably believes that some policy, practice, or activity of the Agency is in violation of law pursuant to the provisions of the Public Authorities Accountability Act of 2005, a written complaint must be filed by that employee with the Agency’s Commissioner, or the Agency’s Chairman. An employee who has information about a government action which he or reasonably believes constitutes an improper governmental action may disclose such information to the Mayor, Deputy Mayor, a member of the Agency’s Board of Directors, a Village Trustee, the Village Attorney, or the Village Treasurer. Any government official receiving such information concerning improper governmental action shall review such information, and if such review indicates an apparent improper governmental action, the official must take appropriate measures to refer such information to the appropriate investigative authority, including but not limited to the District Attorney or the state or federal agency with jurisdiction over the matter.

The Agency will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of the Agency, or of another individual or entity with whom the Agency 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. All reasonable efforts shall be made to protect the anonymity and confidentiality of the employee making the allegations.