

WHISTLEBLOWER POLICY

ERIE COUNTY FISCAL STABILITY AUTHORITY

It is the policy of ECFSA to encourage employees to report illegal or unethical practices. Employees who have a reason to believe or suspect that ECFSA, its agents, employees, Board members or contractors are acting illegally or engaging in unethical practices or acting in a manner contrary to applicable laws must report such activity.

Broad categories of suspect conduct include, but are not limited to: violation of law or government regulations; violation of ECFSA policy; mismanagement; waste of ECFSA and/or taxpayer funds; abuse of ECFSA powers; and wrongful conduct. Some examples include, but are not limited to: dishonest acts and/or fraudulent activity; harassment; discrimination; violation of controlled substance laws; embezzlement; theft; destruction; removal or concealment of property; alteration or falsification of paper or electronic documents; false claims and/or misrepresentation of facts; and inappropriate use of computer systems (including hacking, software piracy, viewing and/or sending unlawful or obscene emails or websites).

Any issues or concerns of this type should be brought to the Executive Director or Human Resource Officer. If the Executive Director or Human Resource Officer is involved in the complained of action, the employee may bring this matter to the Chair or the Vice-Chair of the Board of Directors or the State Inspector General's Office. Any such communication will be strictly confidential. ECFSA will not tolerate any form of retaliation against an employee for raising concerns about practices within ECFSA.