

RESOLUTION AMENDING AGENCY'S RETALIATORY ACTION POLICY

WHEREAS, since the year 2008, the Rensselaer County Industrial Development Agency (hereinafter, "the Agency") has had in place a policy prohibiting retaliation against any employee who discloses or threatens to disclose any activity, policy or procedure that is in violation of law, rule or regulation; and

WHEREAS, New York's Public Authorities Law Section 2857 has specific language protecting "whistleblowers" from retaliation by any state or local authority, and

WHEREAS, the Agency is desirous of conforming its Retaliatory Action Policy to the language of the New York Public Authorities Law, Section 2857; now therefore, be it

RESOLVED, that the Agency's Retaliatory Action Policy be amended as follows:

A new Section 3-a is added to the Agency's Retaliatory Action Policy, to read as follows:

3-a. Whistleblower Protection. In addition to any other protections afforded employees of this Agency under this Retaliatory Action Policy, it is the strict policy of this Agency, in compliance with NYS Public Authorities Law Section 2857, that no employee shall be fired, discharged, demoted, suspended, threatened, harassed, or discriminated against because of the employee's role as a whistleblower, insofar as the actions taken by the employee are legal.

Resolution ADOPTED by the following vote:

Ayes: 5

Nays: 0

Abstain: 0

September 12, 2019


STATE OF NEW YORK)
) SS.:
COUNTY OF RENSSELAER)

I, the undersigned (Assistant) Secretary of Rensselaer County Industrial Development Agency (the "Agency"), DO HEREBY CERTIFY that I have compared the foregoing annexed extract of the minutes of the meeting of the members of the Agency, including the Resolution contained therein, held on September 12, 2019 with the original thereof on file in my office, and that the same is a true and correct copy of said original and of such Resolution contained therein and of the whole of said original so far as the same relates to the subject matters therein referred to.

I FURTHER CERTIFY that (A) all members of the Agency had due notice of said meeting; (B) said meeting was in all respects duly held; (C) pursuant to Article 7 of the Public Officers Law (the "Open Meetings Law"), said meeting was open to the general public, and due notice of the time and place of said meeting was duly given in accordance with such Open Meetings Law; and (D) there was a quorum of the members of the Agency present throughout said meeting.

I FURTHER CERTIFY that, as of the date hereof, the attached Resolution is in full force and effect and has not been amended, repealed or rescinded.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Agency this 12th day of September, 2019.



(Assistant) Secretary

(SEAL)