

**2026 HAMILTON COUNTY INDUSTRIAL DEVELOPMENT AGENCY
WHISTLEBLOWER POLICY**

This Whistleblower policy was adopted by the Board of Directors of the Hamilton County Industrial Development Agency (HCIDA), a public benefit corporation established under the laws of the State of New York, on this 14th day of August 2007.

It shall be the policy of the Hamilton County Industrial Development Agency to encourage members, employees, contractors and clients to disclose any acts of wrongdoing on the part of the Agency or its staff.

Acts of wrongdoing may include misconduct, malfeasance or other inappropriate behavior by a member or employee of the agency, and investments, travel, the acquisition of real and personal property and the procurement of goods and services.

It shall be the policy of the Agency that no retaliation, retribution or any other action will be taken or instituted against any individual who discloses such wrongdoing.

Any member, employee, contractor or client of the Agency who wishes to disclose acts of wrongdoing and who, for any reason, may not wish to disclose said acts to the Agency's board is encouraged to contact the Hamilton County Board of Ethics as follows:

Secretary
Hamilton County Board of Ethics
P.O. Box 205
Lake Pleasant, NY 12108 or
518-548-6651

The Board of Ethics meets on a quarterly schedule and at other times on an as needed basis.

Adopted 1-21-2026
Yes 5 No 0 Absent 2