CITY OF BUFFALO URBAN RENEWAL AGENCY

WHISTLEBLOWER POLICY

Re-Adopted: November 21, 2019

This policy is adopted by the City of Buffalo Urban Renewal Agency (BURA) and pursuant to New York State Labor Law §740 which specifically prohibits an employer from taking retaliatory personnel actions against an employee because:

1. An employee discloses or threatens to disclose to a supervisor or public body an activity, policy or practice of the employer that is in violation of a law, rule or regulation which violation creates and presents a substantial and specific danger to the public health or safety, or which constitutes health care fraud.

2. An employee testifies before any public body conducting an investigation or provides information to a public body conducting an investigation into such violation of law, rule or regulation by the employer.

3. An employee objects to or refuses to participate in any such activity, policy or practice in violation of such a law, rule or regulation.
   Retaliatory actions include discharge, suspension, dismissal, demotion, harassment, and other adverse employment actions.

Violations of a law, rule or regulation includes a violation of any duly enacted statute or ordinance, as well as any rule or regulation promulgated pursuant to any federal, state or local statute or ordinance, including but not limited to those statutes prohibiting theft, embezzlement, possession and/or distribution of controlled substances, alteration or falsification of public documents, discrimination, and identity theft.

Any violations of this policy should be reported immediately to:

Byron W. Brown, Chairman
City of Buffalo Urban Renewal Agency
201 City Hall
65 Niagara Square
Buffalo, New York 14202

or

Brendan R. Mehaffy, Vice Chairman
City of Buffalo Urban Renewal Agency
920 City Hall
65 Niagara Square
Buffalo, New York 14202

The recipient will evaluate the report or letter and respond in writing within ninety (90) days if a contact name and address, phone number or email address is provided.