

ENDWELL FIRE DISTRICT

WHISTLEBLOWER POLICY

Number: 2024-17

Adopted: January 10, 2024

Endwell Fire District (“Fire District”) operates at 3508 Country Club Road, Endwell, NY 13760. The Endwell Fire Department (“Fire Department”) is a Not-For-Profit Local Development Corporation pursuant to the Not-For-Profit Corporation Law of the State of New York. The Fire Department provides a workforce to the Fire District to protect the residents of the Fire District. Also, the Fire District contracts with private entities to provide goods or services to the Fire District. This policy is to protect the employees of the Fire District, volunteers of the Fire Department, and the employees of any entity that provides goods or services (“Contractor”) for the Fire District when allegations are made to officials of the Fire District of illegal activity or misconduct.

ILLEGAL ACTIVITY OR MISCONDUCT DEFINED – Illegal activity or misconduct is any action by any officer, or an employee of the Fire District, a volunteer of the Fire Department, or a contractor with the Fire District in violation of any federal, state, or local law, rule or regulation.

PROTECTED DISCLOSURE – Any Fire District employee, volunteer of the Fire Department, or employee of a contractor may, in good faith, provide information on any matter involving illegal activity or misconduct to the Chairman of the Board of Fire Commissioners or any member of the Board of Fire Commissioners.

INVESTIGATION REQUIRED – Such members of the Board shall conduct such investigation or cause such investigation to be conducted as may be appropriate. In conducting an investigation, best efforts shall be used to keep confidential the identity of the person providing the information which initiated the investigation unless it is determined that the information was provided other than in good faith. The result of any investigation shall be reported to such other agency as is deemed appropriate.

PROHIBITIONS – No Fire District Commissioner, Officer, or employee, including those of a contractor, may directly or indirectly use or attempt to use their official authority or influence to intimidate, threaten, coerce, command, influence, or try to intimidate, threaten, coerce, command or influence any individual to interfere with the right of such individual to disclose information relative to illegal activity or misconduct. Pursuant to this section, “use or attempt to use official authority to influence” includes promising to confer or confer any benefit or threatening to affect reprisal.

This policy was adopted on January 10, 2024, and supersedes all previous versions of this policy.

By order of the Board of Fire Commissioners, Endwell Fire District.

Reviewed & Adopted: January 10, 2024
No Changes Made
Reviewed and Adopted: January 4, 2023
Adopted by the Board of Fire Commissioners
March 23, 2022