

Whistleblower Policy

Updated April 2022

If any employee, contractor or consultant reasonably believes that some policy, practice, or activity of Reinvent Albany is in violation of the law a written complaint must be filed by that employee or contractor with the Executive Director, and/or the Reinvent Albany board of directors.

It is the practice of Reinvent Albany to adhere to all laws and regulations that apply to the organization. Employees, contractors and board members are encouraged to report all violations of the Conflict of Interest policy, or other internal policies or laws, immediately to the Executive Director or Board of Directors as appropriate.

An employee is protected from retaliation if the employee brings the alleged unlawful activity, policy, or practice to the attention of Executive Director, and/or Reinvent Albany board of directors and provides the Executive Director, and/or the Reinvent Albany board of directors with a reasonable opportunity to investigate and correct the alleged unlawful activity.

Reinvent Albany will not retaliate against an employee or consultant who in good faith, has made a protest or raised a complaint against some practice of Reinvent Albany or of another individual or entity with whom Reinvent Albany has a business relationship, on the basis of a reasonable belief that the practice is in violation of law or of Reinvent Albany's Conflict of Interest Policy.

If an employee does not want to report his/her complaint directly to the Executive Director or Board of Directors because he/she believes they are directly involved in illegal or dishonest behavior, the employee should file the complaint with the New York Attorney General's Charities Bureau: https://www.charitiesnys.com/complaints_new.html.

The Charities Bureau has jurisdiction to investigate complaints that involve 1) wrongdoing by such organizations; 2) fraudulent or misleading solicitation and improper expenditure of money for charitable purposes; and 3) improper activities of executors, administrators, trustees and personal representatives responsible for honoring gifts or bequests to a charity.

Reinvent Albany will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Reinvent Albany that the employee reasonably believes is in violation of a law or the Conflict of Interest Policy.

Signed,

Reinvent Albany is a non-profit, non-partisan, 501c3 charitable organization, incorporated in New York State.



**Reinvent
Albany.**

Mark Gorton
President

Aaron Naparstek
Treasurer

John Kaehny
Executive Director, Secretary

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www.reinventalbany.org
OPEN, ACCOUNTABLE, EFFECTIVE GOVERNMENT
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