

CITY OF DUNKIRK WHISTLE BLOWER POLICY
[Added 06-21-11 as L.L. #6-2011]

1. Every member of the Dunkirk Common Council (the "Council") and all elected and appointed officials, and employees of the City of Dunkirk (the "City") thereof, in the performance of their duties, shall conduct themselves with honesty and integrity, and observe the highest standards of business and personal ethics, as set forth in the Code of Ethics of the City of Dunkirk (the "Code"). (See Chapter 30 of the City Code).

2. Each Council member, elected and appointed official or employee of the City, is responsible to report any violation of the Code (whether suspected or known) to the Councilman-at-Large. Reports of violations will be kept confidential to the extent possible. No individual, regardless of their position with the City, will be subject to any retaliation for making a good faith claim, and any employee who chooses to retaliate against someone who has reported a violation shall be subject to disciplinary action, which may include termination of employment. Regardless, any claim of retaliation will be taken and treated seriously and irrespective of the outcome of the initial complaint, will be treated as a separate offense.

3. The Councilman-at-Large is responsible for immediately forwarding any claim to the City Attorney's office, who shall investigate and handle the claim in a timely manner.

4. This policy shall go into effect July 1, 2011, and will be reviewed annually.