

**Inc. Village of Hempstead Community Development Agency
Code of Ethics**

No officer, member of the board, or employee of the Inc. Village of Hempstead Community Development Agency (“Agency”) should have any interest, financial or otherwise, direct or indirect, engage in any business or transaction or professional activity or incur any obligation of any nature, which is a conflict with proper discharge of his or her duties in the public interest.

Every officer or employee of the Agency shall be subject to and abide by the following standards of conduct:

- a. No officer, member of the board, or employee of the Agency should accept other employment which will impair his or her independence of judgment in the exercise of his or her official duties.
- b. No officer, member of the board, or employee of the Agency should accept employment or engage in any business or professional activity which will require him or her to disclose confidential information which he or she has gained by reason of his or her official position or authority.
- c. No officer, member of the board, or employee of the Agency should use or attempt to use his or her official position to secure unwarranted privileges or exemptions for himself, herself, immediate relatives or others.
- d. No officer, member of the board, or employee shall directly or indirectly, solicit any gift, or accept or receive any gift having a value of twenty-five dollars (\$25) or more, whether in the form of money, services, loan, travel, entertainment, hospitality, promise, or any other form, under circumstances in which it could reasonably be inferred that the gift was intended to influence the performance of official duties or was intended as a reward for any official action.
- e. No officer, member of the board, or employee of the Agency should engage in any transaction as representative or agent of the Agency with any business entity in which he or she has a direct or indirect financial interest that might reasonably tend to conflict with the proper discharge of his or her official duties.
- f. No officer, member of the board or employee of the Agency should by his or her conduct give reasonable basis for the impression that any person can improperly influence him or her, unduly enjoy his or her favor in the performance of his or her official duties, or that he or she is affected by the kinship, rank, position or influence of any party or person.
- g. No officer, member of the board, or employee of the Agency may make any personal investments in the enterprises which he or she has reason to believe may be directly involved in decisions to be made by him or her, or which will otherwise create substantial conflict between his or her duty in the public interest and his or her private interest.
- h. No officer, member of the board, or employee of the Agency nor any firm or association of which such an officer or employee is a member nor any business entity a substantial portion of the ownership interest of which owned or controlled, directly or indirectly, by such officer or

**Inc. Village of Hempstead Community Development Agency
Code of Ethics**

employee, should sell goods or services to any person, firm, association or other business entity which receive financial assistance from the Agency.

- i. No officer or employee of the Agency shall have a financial interest, direct or indirect, in any activity of the Agency.
- j. No officer, member of the board or employee of the Agency shall accept or arrange for any loan or extension of credit from the Agency of any affiliate of the Agency.
- k. Any member of the board of the Agency having a financial interest, direct or indirect, in the outcome of any decision made by the Agency shall disclose same to the other members of the board and shall abstain from any participation in such decision making process.

Waivers:

The Agency may, on a case by case basis, upon resolution duly adopted and after full disclosure of all relevant facts, waive any of the foregoing standards in any particular circumstance.

Violations:

In addition to any penalty contained in any other provision of law, any such officer, member of the board or employee who shall knowingly and intentionally violate any of the provisions of this Code of Ethics may be fined, suspended or removed from office or employment with the Agency in the manner provided by law.

Severability:

The various elements of the Agency's Code of Ethics are explicitly intended to be construed within the application of Article 15 A of the General Municipal Law and Section 2824 of the Public Authorities Law. The Chairman of the Inc. Village of Hempstead Community Development Agency, Nassau County, New York shall distribute to every officer and employee of the Inc. Village of Hempstead Community Development Agency the Code of Ethics within thirty (30) days of the effective date of this document. Each officer and employee appointed thereafter shall be furnished a copy before entering upon the duties of office or employment.

I, hereby acknowledge that, I have been given a copy of the Inc. Village of Hempstead Community Development Agency Code of Ethics. I have read this document and agree to comply with the Code.

Signature

Date

Printed Name