



SCHEENECTADY METROPLEX DEVELOPMENT AUTHORITY ETHICS/CODE OF CONDUCT

Metroplex's successful business operation and reputation is built upon the principles of fair dealing and ethical conduct of its employees. Metroplex employees must comply with the Code of Ethics which addresses issues including conflicts of interest and confidentiality and is codified within the Schenectady Metroplex Development Authority Act (the "Act") contained within Public Authorities Law § 2658.

1. As used in this section the term "Authority Employee" shall mean any board member, officer or employee of the Authority.
2. No Authority Employee shall have any interest, financial or otherwise, direct or indirect, or engage in any business, transaction, or professional activity or incur any obligation of any nature, which are in substantial conflict with the proper discharge of his/her duties in the public interest.
3. No Authority Employee shall accept other employment that will impair his/her independence of judgment in the exercise of his/her official duties.
4. No Authority Employee shall accept employment or engage in any business or professional activity that may require the employee to disclose confidential information he/she may have gained by reason of his/her official position with the Authority.
5. No Authority Employee shall disclose confidential information acquired in the course of his/her official duties nor use such information to further his/her personal interests.
6. No Authority Employee shall use or attempt to use his/her official position to secure unwarranted privileges or exemptions for him or herself or others.
7. No Authority Employee shall engage in any transaction as representative or agent of the Authority with any business entity in which he/she has a direct or indirect financial interest that might reasonably tend to conflict with the proper discharge of his or her official duties.
8. An Authority Employee shall not by his/her conduct give reasonable basis for the impression that any person can improperly influence such employee or unduly enjoy his/her favor in the performance of official duties, or that he/she is affected by the kinship, rank, position or influence of any party or person.
9. An Authority Employee shall abstain from making personal investments in enterprises that he/she has reason to believe may be directly involved in decisions to be made by the employee or which will otherwise create substantial conflict between his/her duty in the public interest and his/her private interest.
10. An Authority Employee shall endeavor to pursue a course of conduct that will not raise suspicion among the public that he/she is likely to be engaged in acts that are in violation of his/her trust.

In addition to any penalty contained in any other provision of law any such Authority Employee knowingly and intentionally violating any of the provisions of this section may be fined, suspended or removed from office or employment. The Authority shall ensure that all employees or applicants for employment are afforded equal employment opportunity without discrimination.