



Town of Hartford

Fraud Prevention Policy

PURPOSE The purpose of this policy is to provide a mechanism for employees and officers to bring to the attention of the town and/or its auditors, the public accountant employed by the Selectboard as its auditors herein referred to as "Auditor(s)", any complaints regarding the integrity of the Town's internal financial controls or the accuracy or completeness of financial or other information used in or related to the Town's financial statements and reports. Town employees and officers shall not be discharged, demoted, suspended, threatened, harassed or discriminated against in any manner on account of raising reasonable questions concerning the fair presentation of Town financial statements in accordance with this Policy.

REPORTS OF IRREGULARITY Any employee who has a complaint regarding the integrity of the Town's internal financial controls or the accuracy or completeness of financial or other information used in or related to the Town's financial statements and reports, or who observes any questionable accounting practices, should report such complaint to town auditors.

The report should include a description of the matter or irregularity, the period of time during which the employee observed the matter or irregularity and any steps that the employee has taken to investigate the matter or irregularity, including reporting it to a supervisor and the supervisor's reaction. The report may include, at the employee's option, the employee's contact information in the event that additional information is needed, however a report shall not be deemed deficient because the employee did not include contact information.

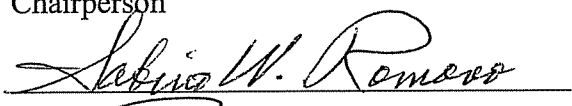
Examples of reportable actions include any indication of fraud, misappropriation of Town resources, substantial variation in the Town's financial reporting methodology from prior practice or from generally accepted accounting principles, and the falsification, concealment or inappropriate destruction of Town financial records.

INVESTIGATION Upon receiving such a report, the town auditors shall investigate the issues identified in the report. The town auditors may consult with the selectboard, town manager, treasurer, any other Town employee, legal counsel and independent auditors as a part of their investigation. At the conclusion of the investigation, the town shall prepare a written response to the report, which shall be a public document.

In accordance with 24 V.S.A. 1686(c), any town officer who willfully refuses or neglects to submit his or her books, accounts, vouchers or tax bills to the auditors upon request, or to furnish all necessary information in relation thereto, shall be ineligible to reelection for the year ensuing and be subject to the penalties otherwise prescribed by law.

The foregoing Policy is hereby adopted by the Selectboard of the Town of Hartford, Vermont, this 3rd day of November, 2009 and is effective as of this date until amended or repealed.

Chairperson


Sabino W. Romero






Michael Bellis

Board of Selectmen