

**EXECUTIVE ORDER AND DIRECTIVE 18-01**  
**Issued by**  
**ALBANY COUNTY EXECUTIVE DANIEL MCCOY**

**Whereas**, the County of Albany has a proud tradition of protecting the rights of employees and preventing discrimination in the workplace and the community; and

**Whereas**, recent events in the news have come to light which demonstrate that serial predators have been able to remain in positions of power because of agreements they reached with their victims which force the matters to be made confidential; and

**Whereas**, it has become necessary to assure that, where there is discrimination, harassment, or other unjust acts, the victim will not be coerced or otherwise compelled to enter into a non-disclosure agreement regarding said acts; and


**Whereas**, such non-disclosure and confidentiality agreements are the antithesis of what this Administration stands for; and

**THEREFORE, I, Daniel P. McCoy, Albany County Executive, by virtue of the powers vested in me pursuant to the Albany County Charter and the laws of the State of New York, HEREBY ORDER AND DIRECT THAT:**

- (1) It is the policy of this Administration that no settlement agreement entered into by the County of Albany, its officers or employees shall have the purpose or effect of concealing the details of such settlement with relation to claims of discrimination, non-payment of wages or benefits, retaliation, harassment or violation of public policy in employment, including claims which are submitted to arbitration; and
- (2) Such settlement provisions are deemed by this Administration to be unconscionable, and against the interests and rights of the citizens of Albany County; and
- (3) Nothing herein contained shall be deemed or construed to prohibit a victim's request for anonymity; and
- (4) This Order shall serve as a charge to the County Attorney to enforce this policy to the fullest extent allowed by law; and
- (5) A copy of this Order be sent to the Chair of the Albany County Legislature.

Dated: 25<sup>th</sup> day of January, 2018

Albany, NY

  
Daniel P. McCoy  
Albany County Executive