

## PUBLIC EMPLOYEE'S CODE OF ETHICS

### Statement of Principles

In a representative form of government, it is essential that the conduct of public officials and employees shall hold the respect and confidence of the people. Public officials must, therefore, avoid conduct that is in violation of the public trust or that creates a justifiable impression among members of the public that such trust is being violated.

In order to preserve public confidence in government operations, persons serving in government should have the benefit of specific standards to guide their conduct. A disciplinary mechanism should be employed to ensure maintenance of uniform standards. Because of the complexity and variety of circumstances within each agency, standards are best left to the governance of codes of ethics formulated to meet the specific needs and circumstances of the agency.

### Ethics Rules

1. As a public employee, I shall perform all duties impartially and efficiently, without favor or affection or ill will, and without regard to status, sex, race, religion, or political belief.
2. As a public employee, I shall have no interest, financial or otherwise, direct or indirect, nor shall I engage in any business or transaction or professional activity that may present a conflict of interest or that might reasonably be expected to impair my objectivity and independence of judgment in the exercise of my official duties.
3. As public employee, I shall not undertake any employment or service, whether compensated or not, which might reasonably be expected to impair my objectivity and independence of judgment.
4. As a public employee, I shall not use or attempt to use my official position to secure unwarranted privileges or advantages for myself or others.
5. As a public employee, I shall not solicit, accept, or receive a pecuniary benefit as payment for services, advice, assistance or conduct customarily exercised in the course of my official duties. This prohibition shall not include trivial benefits not to exceed a value of fifty dollars (\$50.00) incidental to personal, professional or business contacts and involving no substantial risk of undermining official impartiality. *See I.C. §18-1359.*

6. As a public employee, I shall not knowingly act in any way that might reasonably be expected to create an impression or raise suspicion among the members of the public that said acts violate the public trust.
7. As a public employee, I shall not engage in criminal behavior or such behavior that would violate the public trust and/or bring disrepute on me or on the public entity that I serve.
8. As a public employee, I will cooperate with all legally authorized agencies and their representatives in the pursuit of integrity and maintenance of the public trust. I will be forthright in answering all questions and providing information to authorized investigators.
9. This Code is intended to augment but not to replace existing professional codes of ethics. A violation of this Code of Ethics shall be cause for removal, suspension, demotion or other disciplinary action by the Employer. Criminal charges may be brought should actions dictate.

By signing this document, I hereby state that I have received a copy of this Code of Ethics and acknowledge that it provides principles by which my public service will be guided.

Signed: \_\_\_\_\_

Dated: \_\_\_\_\_