



**1.10. Organizational Ethics.** The District is committed to conducting business with integrity and maintaining the highest ethical standards. This requires all District officers, supervisors, employees and volunteers to be ethical in their conduct, follow all laws and regulations and have the highest standards of personal integrity in their decision-making and at all times when representing or appearing to represent the District.

**1.10.1.** District officers, supervisors, volunteers and employees shall communicate honestly, transparently and respectfully with individual patrons and the community at large.

**1.10.2.** As an organization, the District will comply with all applicable laws and regulations. It is expected that all officers, supervisors and employees conduct business in accordance with the letter, spirit, and intent of all relevant laws and to not do anything or ask someone else to do anything that is illegal, dishonest, or unethical.

**1.10.3.** If someone asks you to take an action that seems unethical or improper in your judgement, you are encouraged to ask for advice and consultation with any supervisor up to and including the District General Manager before taking the suggested action.

**1.10.4.** It is the responsibility of every District employee to comply with our policy of organizational ethics. Employees who ignore or do not comply with this standard of ethics may be subject to disciplinary action, up to and including possible termination of employment.