

CITY OF CUPERTINO ETHICS POLICY

The City of Cupertino's Ethics Policy provides that City Council, officials appointed by the Council, and staff (collectively "public officials") should:

- comply with both the letter and the spirit of the laws and policies affecting the operations of government;
- be independent, impartial, and fair in their judgment and actions;
- use their official positions for the public good, not for personal gain; and
- ensure public deliberations and processes are conducted openly, unless legally required to be confidential, in an atmosphere of respect and civility.

As those charged with carrying on the City's business, public officials should endeavor to practice the following core values:

Honesty. I am honest with my fellow public officials, the public, and others. I am prepared to make unpopular decisions when my sense of the public's best interests requires it; and I take responsibility for my actions, even when it is uncomfortable to do so. I am trustworthy.

Respect. I treat my fellow public officials and the public with patience, courtesy and civility, even when we disagree on what is best for the community. I respect others' time by coming to meetings prepared and offering observations only when I believe it will move the discussion forward. I work to gain value from diverse opinions and build consensus. I am approachable, open-minded and willing to participate in dialog and I work to convey this to others. I recognize government's responsibilities to everyone. I convey the City's care for and commitment to its community members through my words and deeds. I am attuned to, and care about, the needs and issues of residents, visitors, and public officials.

Responsibility. I refrain from any action that might appear to compromise my independent judgment. I support merit-based processes for the award of public employment and public contracts. I demonstrate concern for the proper use of City assets (such as personnel, time, property, equipment and funds).

Fairness. I support the public's right to know and participate in the conduct of the public's business. I am impartial when making decisions. I make decisions based on the merits of the issue.

Loyalty. I respect the confidentiality of information concerning the City's property, personnel, and affairs. When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the City's position and I will not allow the inference that they do.