

Updating the City of Cupertino Ethics Policy

September 8, 2023, 7:05 AM

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Summary Of Responses

As of September 8, 2023, 7:05 AM, this forum had:

Attendees: 222
Responses: 120
Hours of Public Comment: 6.0

Topic Start

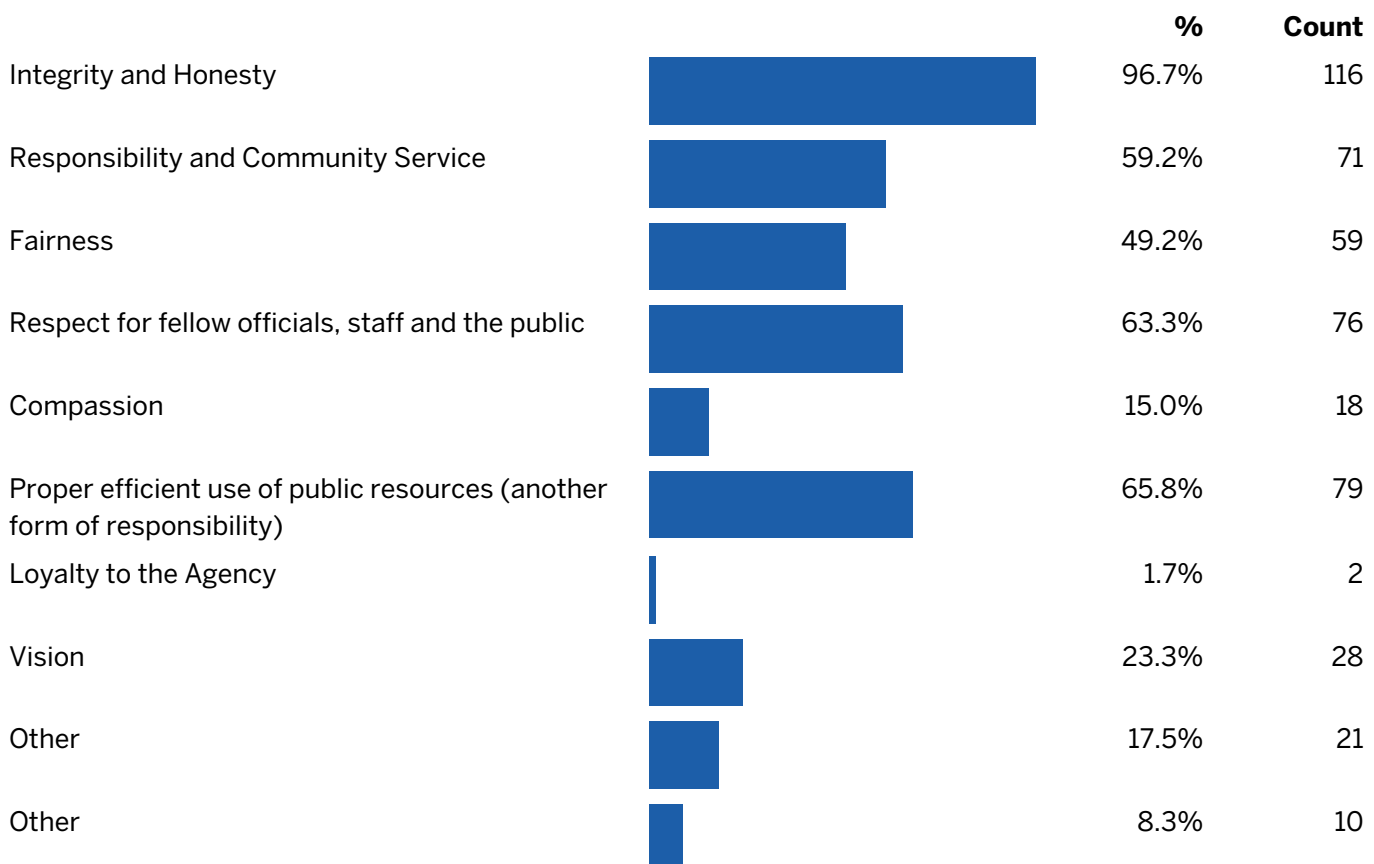
August 22, 2023, 10:55 AM

Topic End

September 7, 2023, 11:59 PM

QUESTION 1

Which four values are most important to you for your local officials to uphold?














QUESTION 2

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Integrity and Honesty: Which two expressions are most important?

		%	Count
I am honest with my fellow elected officials, the public and others.		53.3%	64
I do not promise what I believe to be unrealistic.		8.3%	10
I am prepared to make unpopular decisions when my sense of the public's best interests requires it.		26.7%	32
I take responsibility for my actions, even when it is uncomfortable to do so.		32.5%	39
I credit others' contributions to moving our community's interests forward.		2.5%	3
I do not knowingly use false or inaccurate information to support my position or views.		34.2%	41
I do not leave false impressions.		2.5%	3
I support ethics within my agency.		12.5%	15
I disclose suspected instances of corruption to the appropriate authorities.		16.7%	20
Other		7.5%	9
Other		3.3%	4







QUESTION 3

Responsibility and Community Service: Which two expressions are most important?

		%	Count
I do not accept gifts, services or other special considerations because of my public position.		45.0%	54
I refrain from any action that might appear to compromise my independent judgment.		32.5%	39
I support merit-based processes for the award of public employment and public contracts.		18.3%	22



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		%	Count
I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.		20.0%	24
As a representative of the community, I serve as a model of leadership and civility.		30.0%	36
I do not use information that I acquire in my public capacity for personal advantage.		13.3%	16
Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.		34.2%	41
Other		5.0%	6
Other		1.7%	2





QUESTION 4

Fairness: Which two expressions are most important?

		%	Count
I support the public's right to know and participate in the conduct of the public's business.		39.2%	47
I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.		45.8%	55
I promote non-discrimination in public agency decisionmaking.		10.8%	13
I recognize that I am an agent for the democratic process, not the owner of authority.		32.5%	39
I provide services at or above established standards without favoritism or prejudice.		11.7%	14
I will promote meaningful public involvement in the agency's decision-making processes.		8.3%	10
I treat all persons, claims and transactions in a fair and equitable manner.		21.7%	26


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		%	Count
If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.		11.7%	14
I make decisions based on the merits of the issue.		14.2%	17
Other		3.3%	4
Other		0.8%	1








QUESTION 5

Respect for fellow officials, staff and the public: Which two expressions are most important?

		%	Count
I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.		52.5%	63
I focus on the merits in discussions of issues, not personalities, character or motivations.		29.2%	35
I respect others' time by coming to meetings prepared and offering observations only when I believe it will move the discussion forward.		10.8%	13
I work towards consensus building and gain value from diverse opinions.		9.2%	11
I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.		27.5%	33
I respect the distinction between the role of office holder and staff.		8.3%	10
I follow through on my commitments, keeping others informed, and responding in a timely fashion.		7.5%	9
I am approachable, open-minded and willing to participate in dialog and I work to convey this to others.		5.0%	6





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		%	Count
I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.		15.0%	18
In my interactions with constituents, I am interested, engaged, and responsive.		3.3%	4
I involve staff in meetings with individuals, those with business before the agency, officials from other agencies and legislators to ensure proper staff support and to keep staff informed.		5.8%	7
I support a positive work environment for agency staff and others who serve the agency.		11.7%	14
When campaigning, I avoid personal attacks on issues unrelated to my fellow candidates' ability to discharge the duties of the office that we both seek.		6.7%	8
Other		5.8%	7
Other		1.7%	2

QUESTION 6

Compassion: Which two expressions are most important?

		%	Count
I recognize government's responsibilities to society's less fortunate.		36.7%	44
I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.		45.0%	54
I convey the agency's care for and commitment to its community members.		39.2%	47
I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.		65.0%	78










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		%	Count
Other		11.7%	14
Other		2.5%	3

QUESTION 7

Proper and efficient use of public resources (another form of responsibility): Which two expressions are most important?

		%	Count
I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.		37.5%	45
I actively promote the efficient and economical use of public resources.		24.2%	29
I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.		29.2%	35
I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.		26.7%	32
I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.		24.2%	29
I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.		27.5%	33
I provide friendly, receptive, courteous service to everyone.		6.7%	8
I make good financial decisions that seek to preserve programs and services for agency residents.		12.5%	15
Other		8.3%	10






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		%	Count
Other		3.3%	4



QUESTION 8

Loyalty to the Agency: Which two expressions are most important?

		%	Count
I respect the confidentiality of information concerning the agency's property, personnel or affairs.		56.7%	68
I do not disclose confidential information without proper legal authorization.		50.0%	60
I represent the official policies or positions of the agency to the best of my ability when authorized to do so.		37.5%	45
When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.		41.7%	50
Other		8.3%	10
Other		5.8%	7





QUESTION 9

Vision: Which two expressions are most important?

		%	Count
I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.		37.5%	45
I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.		49.2%	59

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		%	Count
I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.		59.2%	71
I consider the broader regional and statewide implications of the agency's decisions and issues.		37.5%	45
Other		12.5%	15
Other		4.2%	5

Survey Questions

QUESTION 1

Which four values are most important to you for your local officials to uphold?

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public
- Compassion
- Proper efficient use of public resources (another form of responsibility)
- Loyalty to the Agency
- Vision
- Other
- Other

QUESTION 2

Integrity and Honesty: Which two expressions are most important?

- I am honest with my fellow elected officials, the public and others.
- I do not promise what I believe to be unrealistic.
- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I take responsibility for my actions, even when it is uncomfortable to do so.
- I credit others' contributions to moving our community's interests forward.
- I do not knowingly use false or inaccurate information to support my position or views.
- I do not leave false impressions.
- I support ethics within my agency.
- I disclose suspected instances of corruption to the appropriate authorities.
- Other
- Other

QUESTION 3

Responsibility and Community Service: Which two expressions are most important?

- I do not accept gifts, services or other special considerations because of my public position.
- 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 excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.
- As a representative of the community, I serve as a model of leadership and civility.
- I do not use information that I acquire in my public capacity for personal advantage.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.
- Other
- Other

QUESTION 4

Fairness: Which two expressions are most important?

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I promote non-discrimination in public agency decisionmaking.
- I recognize that I am an agent for the democratic process, not the owner of authority.
- I provide services at or above established standards without favoritism or prejudice.
- I will promote meaningful public involvement in the agency's decision-making processes.
- I treat all persons, claims and transactions in a fair and equitable manner.
- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.
- I make decisions based on the merits of the issue.
- Other
- Other

QUESTION 5

Respect for fellow officials, staff and the public: Which two expressions are most important?

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.

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- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I respect others' time by coming to meetings prepared and offering observations only when I believe it will move the discussion forward.
- I work towards consensus building and gain value from diverse opinions.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.
- I respect the distinction between the role of office holder and staff.
- I follow through on my commitments, keeping others informed, and responding in a timely fashion.
- I am approachable, open-minded and willing to participate in dialog and I work to convey this to others.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.
- In my interactions with constituents, I am interested, engaged, and responsive.
- I involve staff in meetings with individuals, those with business before the agency, officials from other agencies and legislators to ensure proper staff support and to keep staff informed.
- I support a positive work environment for agency staff and others who serve the agency.
- When campaigning, I avoid personal attacks on issues unrelated to my fellow candidates' ability to discharge the duties of the office that we both seek.
- Other
- Other

QUESTION 6

Compassion: Which two expressions are most important?

- I recognize government's responsibilities to society's less fortunate.
- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.
- Other
- Other

QUESTION 7

Proper and efficient use of public resources (another form of responsibility): Which two expressions are most important?

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I actively promote the efficient and economical use of public resources.
- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.
- I provide friendly, receptive, courteous service to everyone.
- I make good financial decisions that seek to preserve programs and services for agency residents.
- Other
- Other

QUESTION 8

Loyalty to the Agency: Which two expressions are most important?

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.
- Other
- Other

QUESTION 9

Vision: Which two expressions are most important?

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

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- Other
- Other

Individual Responses

Name not shown

August 24, 2023, 1:23 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Compassion

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I support merit-based processes for the award of public employment and public contracts.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I convey the agency's care for and commitment to its community members.

Question 7

- I actively promote the efficient and economical use of public resources.

- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 24, 2023, 1:50 PM

Question 1

- Integrity and Honesty
- Respect for fellow officials, staff and the public
- Other - respect people's religious freedoms
- Other - respect people's right to free speech and freedom to think as they wish.

Question 2

- I do not knowingly use false or inaccurate information to support my position or views.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

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- I recognize that I am an agent for the democratic process, not the owner of authority.
- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- Other - AI understand that people have different opinions and thoughts, and one size does not fit all. diversity of thought.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

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

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 24, 2023, 1:51 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I do not knowingly use false or inaccurate information to support my position or views.
- I support ethics within my agency.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

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Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

August 24, 2023, 1:53 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

August 24, 2023, 1:54 PM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Vision

Question 2

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- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I provide services at or above established standards without favoritism or prejudice.

Question 5

- I respect the distinction between the role of office holder and staff.
- I involve staff in meetings with individuals, those with business before the agency, officials from other agencies and legislators to ensure proper staff support and to keep staff informed.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I convey the agency's care for and commitment to its community members.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 24, 2023, 1:54 PM

Question 1

- Integrity and Honesty
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)
- Other - Why do I have to choose 4? They are ALL important and part of the fiduciary responsibility of city employees.

Question 2

- I am honest with my fellow elected officials, the public and others.
- Other - Again, why only 2? They are all important!

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Other - Again, why only 2. By not choosing some I am not saying that they are ok for city officials to do.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- Other - Again, why only 2?

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- Other - Again, why only 2?

Question 6

- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.
- Other - Again, why only 2?

Question 7

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- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- Other - Again, why only 2?

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- Other - Again, why only 2?

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- Other - Again, why only 2?

Name not available

August 24, 2023, 1:55 PM

Question 1

- Integrity and Honesty
- Proper efficient use of public resources (another form of responsibility)
- Other - Transparency to the public
- Other - Accountability to residents

Question 2

- I disclose suspected instances of corruption to the appropriate authorities.
- Other - I am accountable to residents

Question 3

- I do not use information that I acquire in my public capacity for personal advantage.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.

Question 5

- Other - I keep my fellow colleagues accountable
- Other - I respect the public first

Question 6

- Other - I don't care for this type of woke agenda
- Other - The private sector should play a role not the government.

Question 7

- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.
- Other - We fire staff FTE's instead of take down programs

Question 8

- Other - I serve as a whistleblower to the public
- Other - Loyalty is with the taxpayers not the agency

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- Other - I do not let woke leftist agendas cloud my thinking nor shame me into submission

Name not shown

August 24, 2023, 1:56 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Proper efficient use of public resources (another form of responsibility)
- Other - some of them are not

Question 2

- I do not promise what I believe to be unrealistic.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- As a representative of the community, I serve as a model of leadership and civility.

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Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I follow through on my commitments, keeping others informed, and responding in a timely fashion.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I actively promote the efficient and economical use of public resources.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

Name not available

August 24, 2023, 1:57 PM

Question 1

- Integrity and Honesty

- Compassion
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I take responsibility for my actions, even when it is uncomfortable to do so.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- As a representative of the community, I serve as a model of leadership and civility.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- I will promote meaningful public involvement in the agency's decision-making processes.

Question 5

- I work towards consensus building and gain value from diverse opinions.
- I am approachable, open-minded and willing to participate in dialog and I work to convey this to others.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

August 24, 2023, 2:00 PM

Question 1

- Integrity and Honesty
- Vision
- Other - Hold staff accountable and provide tight oversight to ensure there is no financial misuse of city funds and priorities are aligned with residents needs.
- Other - Aligns staff priorities with resident needs. Put residents first. Do not accept outside interest funding on campaigns.

Question 2

- Other - I hold city staff accountable for proper finances and priorities.
- Other - I put residents needs above those of outside interests that funded my campaign and city staff

Question 3

- Other - I am responsible for my residents needs and priorities and put those ahead of special interests, campaign donors and city staff.
- Other - I serve my community by regularly meeting with all residents and representing all residents needs not just the subset that my special passions and interests align with.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- Other - I will be fair to my constituents and residents and not put other interests ahead of my residents interests and priorities.

Question 5

- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.
- Other - I will show respect for the public that are constituents of my city and uphold their interests and priorities ahead of all outside interests such as campaign donors, developers, city staff interests and others.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- Other - I am attuned to, and care about, the needs and issues of citizens. Not the needs of public officials or agency workers who are paid staff in service of the public. We all work for the public.

Question 7

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I make good financial decisions that seek to preserve programs and services for agency residents.

Question 8

- Other - I am loyal to the voting public, residents of my constituency. Not loyal to city staff. We collectively work for the public.
- Other - I am loyal to the path that I took to uphold.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

Name not available

August 24, 2023, 2:01 PM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I am honest with my fellow elected officials, the public and others.
- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.

Question 3

- I support merit-based processes for the award of public employment and public contracts.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I treat my fellow officials, staff 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.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not shown

August 24, 2023, 2:06 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I take responsibility for my actions, even when it is uncomfortable to do so.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I will promote meaningful public involvement in the agency's decision-making processes.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 24, 2023, 2:14 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I do not promise what I believe to be unrealistic.
- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.

- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I work towards consensus building and gain value from diverse opinions.
- I am approachable, open-minded and willing to participate in dialog and I work to convey this to others.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I actively promote the efficient and economical use of public resources.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

Name not available

August 24, 2023, 2:16 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- I do not use information that I acquire in my public capacity for personal advantage.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

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

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 24, 2023, 2:17 PM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I support ethics within my agency.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I respect the distinction between the role of office holder and staff.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

August 24, 2023, 2:27 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I support merit-based processes for the award of public employment and public contracts.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.

- I promote non-discrimination in public agency decisionmaking.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I convey the agency's care for and commitment to its community members.

Question 7

- I actively promote the efficient and economical use of public resources.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 24, 2023, 2:44 PM

Question 1

- Integrity and Honesty
- Fairness
- Other - Competence
- Other - Efficiency

Question 2

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I treat all persons, claims and transactions in a fair and equitable manner.
- I make decisions based on the merits of the issue.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I respect others' time by coming to meetings prepared and offering observations only when I believe it will move the discussion forward.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- Other - I value the time of others

Question 7

- I provide friendly, receptive, courteous service to everyone.
- I make good financial decisions that seek to preserve programs and services for agency residents.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

August 24, 2023, 2:58 PM

Question 1

- Integrity and Honesty
- Fairness
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I do not leave false impressions.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I do not use information that I acquire in my public capacity for personal advantage.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I actively promote the efficient and economical use of public resources.

Question 8

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

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 24, 2023, 3:05 PM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I actively promote the efficient and economical use of public resources.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 24, 2023, 3:11 PM

Question 1

- Responsibility and Community Service
- Fairness
- Proper efficient use of public resources (another form of responsibility)
- Loyalty to the Agency

Question 2

- I do not promise what I believe to be unrealistic.
- I credit others' contributions to moving our community's interests forward.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I refrain from any action that might appear to compromise my independent judgment.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not shown

August 24, 2023, 3:31 PM

Question 1

- Integrity and Honesty
- Proper efficient use of public resources (another form of responsibility)
- Other - To uphold the Constitution in all decisions, law and order.
- Other - To uphold a merit-based system where all are equal.

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I support merit-based processes for the award of public employment and public contracts.
- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I make decisions based on the merits of the issue.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I convey the agency's care for and commitment to its community members.
- Other - I promote law and order to convey the agency's care for the community.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- Other - Loyalty should be to the Constitution; not the agency.
- Other - Loyalty should be to the community and taxpayer; not to the agency.

Question 9

- I consider the broader regional and statewide implications of the agency's decisions and issues.
- Other - I promote a safe community by promoting law and order.

Name not available

August 24, 2023, 3:49 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.

Question 5

- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.
- Other - I do not give special or preferential treatment to certain members of the public, my friends, or family.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.

Question 7

- I actively promote the efficient and economical use of public resources.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

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

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

August 24, 2023, 4:03 PM

Question 1

- Fairness
- Compassion
- Other - Not wasting the public's time with Peyton Place Policies
- Other - Moving on and addressing current issues

Question 2

- Other - Be responsible and hard-working
- Other - Be up to date on current issues

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 3

- Other - Realize the public looks to the city council to provide timely info on evolving subjects
- Other - Expect council members to be helpful with lots of info on current, timely events

Question 4

- Other - Listen to others
- Other - Try to help people as best as they can

Question 5

- Other - Be a good co-worker and try to help everyone as best as they can
- Other - Be a good co-worker and try hard to help everyone.

Question 6

- Other - Be a thoughtful person who tries to help others
- Other - Be a kind person who tries to help others

Question 7

- Other - Digs deep to help the public to understand the details
- Other - Uses all resources to help the public

Question 8

- Other - Be a good co-worker
- Other - Be a helpful co-worker

Question 9

- Other - I study the facts and make decisions based on them to help my public and co-workers
- Other - I try to help the public understand the issues

David Fung

August 24, 2023, 4:39 PM

Question 1

- Integrity and Honesty
- Respect for fellow officials, staff and the public
- Vision

- Other - The City honestly observes the highest level of compliance with state and federal law. This should be easy, as it is part of the oath of office sworn by all city electeds, but past and current officials have repeatedly violated this obligation.

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.

Question 6

- I convey the agency's care for and commitment to its community members.
- Other - Many governmental actions are long-term rather than immediate. Official's decisions must consider the future consequences of their actions. Decisions today affect 70,000 people, not 100 people in City Hall and many more thousands in the future.

Question 7

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- Other - Recap from above - governmental decisions are largely long-term decisions and have enormous impact on future residents. Officials need to hear the people physically in City Hall for a hearing, but can't lose sight of their impact on the future.

Name not available

August 24, 2023, 5:30 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I follow through on my commitments, keeping others informed, and responding in a timely fashion.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I convey the agency's care for and commitment to its community members.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I actively promote the efficient and economical use of public resources.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

Name not shown

August 24, 2023, 5:41 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I will promote meaningful public involvement in the agency's decision-making processes.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not shown

August 24, 2023, 5:48 PM

Question 1

- Fairness
- Respect for fellow officials, staff and the public
- Other - Duty to the "City of Cupertino" as an entity.
- Other - This Code of Ethics cannot be altered without the expressed consent and approval of the City Attorney.

Question 2

- Other - I make decisions based on what is in the best interest of the city as an entity, long term, even if it is unpopular with residents.
- Other - I base my decisions upon well documented and established facts.

Question 3

- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.
- Other - I act as an ambassador for the City of Cupertino as an entity.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- Other - I make decisions based on what best benefits the city as an entity. My decisions must be objective and defensible.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- Other - I make sure not to inconvenience staff that they feel inconvenienced from doing their job.

Question 8

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

Question 9

- I consider the broader regional and statewide implications of the agency's decisions and issues.
- Other - I have a general idea of the distant needs of my city and region, as well as the need for the natural environment, so I will be mindful of these when making decisions for the city.

Name not available
August 24, 2023, 5:54 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I do not promise what I believe to be unrealistic.
- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.
- I make decisions based on the merits of the issue.

Question 5

- I respect others' time by coming to meetings prepared and offering observations only when I believe it will move the discussion forward.
- I respect the distinction between the role of office holder and staff.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I convey the agency's care for and commitment to its community members.

Question 7

- I actively promote the efficient and economical use of public resources.
- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.

Question 8

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

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

Name not shown
August 24, 2023, 6:03 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I take responsibility for my actions, even when it is uncomfortable to do so.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- When campaigning, I avoid personal attacks on issues unrelated to my fellow candidates' ability to discharge the duties of the office that we both seek.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 24, 2023, 6:05 PM

Question 1

- Integrity and Honesty
- Compassion
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I will promote meaningful public involvement in the agency's decision-making processes.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I convey the agency's care for and commitment to its community members.

Question 7

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I actively promote the efficient and economical use of public resources.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

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

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

August 24, 2023, 6:37 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.

- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I respect the distinction between the role of office holder and staff.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I actively promote the efficient and economical use of public resources.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- Other - I work with the vision of the constituents

Name not available

August 24, 2023, 6:38 PM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.
- I do not use information that I acquire in my public capacity for personal advantage.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I support a positive work environment for agency staff and others who serve the agency.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.

Question 8

- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

Name not available

August 24, 2023, 6:49 PM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I support ethics within my agency.

Question 3

- As a representative of the community, I serve as a model of leadership and civility.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- I make decisions based on the merits of the issue.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I follow through on my commitments, keeping others informed, and responding in a timely fashion.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Donna Austin

August 24, 2023, 7:07 PM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Vision

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I promote non-discrimination in public agency decisionmaking.

- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I respect others' time by coming to meetings prepared and offering observations only when I believe it will move the discussion forward.
- When campaigning, I avoid personal attacks on issues unrelated to my fellow candidates' ability to discharge the duties of the office that we both seek.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not shown

August 24, 2023, 7:16 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 2

- I take responsibility for my actions, even when it is uncomfortable to do so.
- I support ethics within my agency.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I do not use information that I acquire in my public capacity for personal advantage.

Question 4

- I will promote meaningful public involvement in the agency's decision-making processes.
- I make decisions based on the merits of the issue.

Question 5

- I am approachable, open-minded and willing to participate in dialog and I work to convey this to others.
- I support a positive work environment for agency staff and others who serve the agency.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I convey the agency's care for and commitment to its community members.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.

Question 8

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

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

August 24, 2023, 7:18 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I am honest with my fellow elected officials, the public and others.
- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I do not use information that I acquire in my public capacity for personal advantage.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I make decisions based on the merits of the issue.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I convey the agency's care for and commitment to its community members.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 24, 2023, 9:24 PM

Question 1

- Respect for fellow officials, staff and the public
- Compassion
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I take responsibility for my actions, even when it is uncomfortable to do so.
- I do not leave false impressions.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I provide services at or above established standards without favoritism or prejudice.

- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

August 24, 2023, 9:29 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- Fairness
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I support merit-based processes for the award of public employment and public contracts.
- I do not use information that I acquire in my public capacity for personal advantage.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- I make decisions based on the merits of the issue.

Question 5

- I respect others' time by coming to meetings prepared and offering observations only when I believe it will move the discussion forward.
- I follow through on my commitments, keeping others informed, and responding in a timely fashion.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

- Other - Why need loyalty in public agency? Public agency need hiding secret?

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 24, 2023, 9:37 PM

Question 1

- Integrity and Honesty
- Fairness
- Proper efficient use of public resources (another form of responsibility)
- Other - Listen to the majority views of residents

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- As a representative of the community, I serve as a model of leadership and civility.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I work towards consensus building and gain value from diverse opinions.

Question 6

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I make good financial decisions that seek to preserve programs and services for agency residents.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

Name not shown

August 24, 2023, 10:20 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.

- I refrain from any action that might appear to compromise my independent judgment.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I actively promote the efficient and economical use of public resources.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

August 24, 2023, 10:58 PM

Question 1

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.
- In my interactions with constituents, I am interested, engaged, and responsive.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I convey the agency's care for and commitment to its community members.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

Name not shown

August 24, 2023, 11:11 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I will promote meaningful public involvement in the agency's decision-making processes.

Question 5

- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- In my interactions with constituents, I am interested, engaged, and responsive.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I convey the agency's care for and commitment to its community members.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

August 25, 2023, 12:25 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Compassion

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- As a representative of the community, I serve as a model of leadership and civility.
- I do not use information that I acquire in my public capacity for personal advantage.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.
- I am approachable, open-minded and willing to participate in dialog and I work to convey this to others.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.
- I provide friendly, receptive, courteous service to everyone.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

August 25, 2023, 7:14 AM

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I do not knowingly use false or inaccurate information to support my position or views.
- I support ethics within my agency.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I provide services at or above established standards without favoritism or prejudice.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I respect the distinction between the role of office holder and staff.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Oana Constantinescu

August 25, 2023, 7:32 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I do not promise what I believe to be unrealistic.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- I make decisions based on the merits of the issue.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 25, 2023, 7:46 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.

- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I promote non-discrimination in public agency decisionmaking.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I respect others' time by coming to meetings prepared and offering observations only when I believe it will move the discussion forward.
- I respect the distinction between the role of office holder and staff.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.

Question 7

- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 25, 2023, 7:49 AM

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- I will promote meaningful public involvement in the agency's decision-making processes.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

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

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Carrie O'Leary

August 25, 2023, 9:54 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Other - Transparency

Question 2

- I am honest with my fellow elected officials, the public and others.
- Other - I do my best to get clear information and sourcing in order to make solid, ethical decisions

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I will promote meaningful public involvement in the agency's decision-making processes.

Question 5

- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- Other - I work cooperatively and with respect, while also acknowledging the need for facts, increasing staffing if supporting these needs is overwhelming them

Question 6

- I convey the agency's care for and commitment to its community members.
- Other - I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers - if agency workers feel overwhelmed by the needs for their services, I support increasing their staffing so that the agency can provide needed support

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- Other - I support increasing pay and staffing in order to provide proper support to citizens and governance

Question 8

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

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not shown

August 25, 2023, 10:16 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I am honest with my fellow elected officials, the public and others.

- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I provide services at or above established standards without favoritism or prejudice.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, “thinking outside the box,” and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency’s policy agenda and agency services.

Vig Petra Szonja

August 25, 2023, 3:22 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Compassion
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I do not promise what I believe to be unrealistic.
- I am prepared to make unpopular decisions when my sense of the public’s best interests requires it.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I promote non-discrimination in public agency decisionmaking.
- I provide services at or above established standards without favoritism or prejudice.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- When campaigning, I avoid personal attacks on issues unrelated to my fellow candidates’ ability to discharge the duties of the office that we both seek.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.

- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I provide friendly, receptive, courteous service to everyone.
- I make good financial decisions that seek to preserve programs and services for agency residents.

Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency’s policy agenda and agency services.
- Other - My most important mission to develop technology and giving rights and citizenship also to artificial intelligences.

Name not shown

August 26, 2023, 9:04 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I do not promise what I believe to be unrealistic.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I refrain from any action that might appear to compromise my independent judgment.

Question 4

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I convey the agency's care for and commitment to its community members.

Question 7

- I actively promote the efficient and economical use of public resources.
- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available
August 26, 2023, 10:42 AM

Question 1

- Integrity and Honesty
- Respect for fellow officials, staff and the public

- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I promote non-discrimination in public agency decisionmaking.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I convey the agency's care for and commitment to its community members.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

Name not shown

August 27, 2023, 3:24 PM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- As a representative of the community, I serve as a model of leadership and civility.
- Other - My decisions are based on the best outcomes for the city as a whole, not just for any special interest group.

Question 4

- I will promote meaningful public involvement in the agency's decision-making processes.
- I make decisions based on the merits of the issue.

Question 5

- I work towards consensus building and gain value from diverse opinions.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- Other - I make good financial decisions that optimize programs and services for agency residents (note: preserving programs is not always a good financial decision)
- Other - I do not burden staff with unnecessary and superfluous requests for information.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- Other - I do not allow loyalty to the Agency, as a whole or to members of the agency, to come above or before ethical conduct.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- Other - I take into consideration long term impacts to the environment and broader community when making decisions.

Name not shown

August 27, 2023, 8:10 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I make good financial decisions that seek to preserve programs and services for agency residents.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not shown

August 27, 2023, 10:29 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public

- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I respect others' time by coming to meetings prepared and offering observations only when I believe it will move the discussion forward.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I do not disclose confidential information without proper legal authorization.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 28, 2023, 10:38 AM

Question 1

- Integrity and Honesty
- Respect for fellow officials, staff and the public
- Compassion
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- As a representative of the community, I serve as a model of leadership and civility.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I promote non-discrimination in public agency decisionmaking.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I respect the distinction between the role of office holder and staff.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I provide friendly, receptive, courteous service to everyone.

Question 8

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

Question 9

- I consider the broader regional and statewide implications of the agency's decisions and issues.
- Other - I consider the community as a whole, and promote improvements that will benefit all residents, regardless of race, class, income, housing, or other status.

Name not shown

August 28, 2023, 3:14 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Vision

Question 2

- I take responsibility for my actions, even when it is uncomfortable to do so.
- I support ethics within my agency.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.

Question 5

- I involve staff in meetings with individuals, those with business before the agency, officials from other agencies and legislators to ensure proper staff support and to keep staff informed.
- When campaigning, I avoid personal attacks on issues unrelated to my fellow candidates' ability to discharge the duties of the office that we both seek.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not shown

August 29, 2023, 8:25 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Compassion
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I actively promote the efficient and economical use of public resources.
- I make good financial decisions that seek to preserve programs and services for agency residents.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 29, 2023, 8:42 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I do not knowingly use false or inaccurate information to support my position or views.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I do not use information that I acquire in my public capacity for personal advantage.

Question 4

- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.
- I make decisions based on the merits of the issue.

Question 5

- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.
- When campaigning, I avoid personal attacks on issues unrelated to my fellow candidates' ability to discharge the duties of the office that we both seek.

Question 6

- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.
- Other - I realize that compassion can sometimes overextend itself.

Question 7

- Other - I will act as if the money I allocate is as if it were mine. In others, be conservative with our money.
- Other - I will look into the budget and take out all the frivolous items in the budget.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

August 29, 2023, 8:52 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Loyalty to the Agency

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I credit others' contributions to moving our community's interests forward.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I promote non-discrimination in public agency decisionmaking.

Question 5

- I treat my fellow officials, staff 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.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

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

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not shown

August 29, 2023, 9:21 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Vision

Question 2

- I take responsibility for my actions, even when it is uncomfortable to do so.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- I do not use information that I acquire in my public capacity for personal advantage.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I follow through on my commitments, keeping others informed, and responding in a timely fashion.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not shown

August 29, 2023, 9:25 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I do not promise what I believe to be unrealistic.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.

- I support merit-based processes for the award of public employment and public contracts.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I work towards consensus building and gain value from diverse opinions.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

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

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

jo major

August 29, 2023, 9:51 AM

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 1

- Integrity and Honesty
- Respect for fellow officials, staff and the public
- Compassion
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I support merit-based processes for the award of public employment and public contracts.
- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- Other - I do not use excessive requests to delay discussion or action for Cupertino. My requests for information have a specific purpose that is made transparent within the request.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.

Question 7

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not shown

August 29, 2023, 10:55 AM

Question 1

- Integrity and Honesty
- Proper efficient use of public resources (another form of responsibility)
- Other - Respect for taxpayers' money
- Other - spend taxpayers' money only with extreme diligence

Question 2

- I am honest with my fellow elected officials, the public and others.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.

Question 5

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

- Other - Loyalty to the citizens, especially the taxpayers--rather than the Agency--is paramount
- Other - Loyalty to the citizens, especially the taxpayers--rather than the Agency--is paramount

Question 9

- Other - I don't understand these word-salad options. Tip: use plain and direct English in these options for Vision
- Other - I don't understand these word-salad options. Tip: use plain and direct English in these options for Vision

Name not shown

August 29, 2023, 11:01 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I am honest with my fellow elected officials, the public and others.

- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I support merit-based processes for the award of public employment and public contracts.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I provide services at or above established standards without favoritism or prejudice.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- When campaigning, I avoid personal attacks on issues unrelated to my fellow candidates' ability to discharge the duties of the office that we both seek.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, “thinking outside the box,” and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency’s policy agenda and agency services.

Name not available

August 29, 2023, 11:36 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Compassion

Question 2

- I am prepared to make unpopular decisions when my sense of the public’s best interests requires it.
- I support ethics within my agency.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I refrain from any action that might appear to compromise my independent judgment.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I promote non-discrimination in public agency decisionmaking.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I recognize government’s responsibilities to society’s less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency’s position and I will not allow the inference that they do.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, “thinking outside the box,” and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency’s decisions and issues.

Name not available

August 29, 2023, 2:33 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I make decisions based on the merits of the issue.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I work towards consensus building and gain value from diverse opinions.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available
August 29, 2023, 9:00 PM

Question 1

- Integrity and Honesty
- Proper efficient use of public resources (another form of responsibility)
- Other - lawful
- Other - ethical

Question 2

- I disclose suspected instances of corruption to the appropriate authorities.
- Other - I am accountable for my actions and for reporting suspected instances of public corruption in Cupertino

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- I do not use information that I acquire in my public capacity for personal advantage.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I follow through on my commitments, keeping others informed, and responding in a timely fashion.
- I involve staff in meetings with individuals, those with business before the agency, officials from other agencies and legislators to ensure proper staff support and to keep staff informed.

Question 6

- Other - serve the public weal of constituents rather than special interests
- Other - compassionately represent the desire of constituents rather than special interests or ANYONE who donates money.

Question 7

- Other - I ensure public resources are used to meet the needs and desire of constituents, not potential constituents or special interests.
- Other - I actively demonstrate that no amount of donation, contribution, or other inducement by anyone impacts carrying out residents expressed desires.

Question 8

- Other - I am loyal to my oaths of Office and am NOT loyal to any Agency, understanding that such loyalty is exactly how public corruption is committed and covered up.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- Other - I ensure that no person is loyal to the Agency, but rather loyal to their oaths and service to the public weal, a well established requirement of public service.

Question 9

- Other - I help articulate and implement the collective vision of existing Cupertino residents.
- Other - I reject any vision not consistent with the desire of existing Cupertino residents.

Name not shown

August 30, 2023, 9:02 AM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.

Question 8

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

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

August 30, 2023, 10:24 AM

Question 1

- Integrity and Honesty
- Respect for fellow officials, staff and the public
- Vision
- Other - Transparency

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.
- I follow through on my commitments, keeping others informed, and responding in a timely fashion.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

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

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I refrain from any action that might appear to compromise my independent judgment.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I treat my fellow officials, staff 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.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.

Question 8

Name not available
August 30, 2023, 2:10 PM

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not shown

August 30, 2023, 5:29 PM

Question 1

- Integrity and Honesty
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)
- Other - accountability for actions

Question 2

- I take responsibility for my actions, even when it is uncomfortable to do so.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I treat my fellow officials, staff 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.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

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

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- Other - I consider future residents in decisions, and not just current ones

Name not available

August 30, 2023, 8:25 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I do not accept gifts, services or other special considerations because of my public position.
- I support merit-based processes for the award of public employment and public contracts.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

August 31, 2023, 9:25 AM

Question 1

- Integrity and Honesty
- Respect for fellow officials, staff and the public
- Compassion
- Vision

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I support merit-based processes for the award of public employment and public contracts.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- I make decisions based on the merits of the issue.

Question 5

- I respect others' time by coming to meetings prepared and offering observations only when I believe it will move the discussion forward.
- I support a positive work environment for agency staff and others who serve the agency.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.
- I make good financial decisions that seek to preserve programs and services for agency residents.

Name not available

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

September 1, 2023, 11:31 AM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I do not knowingly use false or inaccurate information to support my position or views.
- Other - I will make decisions for the public based on their input, even when I may disagree with them. My roll is to support what is best for the city and not myself.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I provide services at or above established standards without favoritism or prejudice.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.

- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

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

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 2, 2023, 7:23 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- I make decisions based on the merits of the issue.

Question 5

- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.
- I involve staff in meetings with individuals, those with business before the agency, officials from other agencies and legislators to ensure proper staff support and to keep staff informed.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I make good financial decisions that seek to preserve programs and services for agency residents.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

September 5, 2023, 8:01 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

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

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

September 5, 2023, 11:47 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Compassion

Question 2

- I am honest with my fellow elected officials, the public and others.
- I credit others' contributions to moving our community's interests forward.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- I do not use information that I acquire in my public capacity for personal advantage.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.

- I promote non-discrimination in public agency decisionmaking.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I follow through on my commitments, keeping others informed, and responding in a timely fashion.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I convey the agency's care for and commitment to its community members.

Question 7

- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.
- I provide friendly, receptive, courteous service to everyone.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 5, 2023, 12:07 PM

Question 1

- Integrity and Honesty
- Fairness
- Compassion
- Proper efficient use of public resources (another form of responsibility)

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not promise what I believe to be unrealistic.

Question 3

- I support merit-based processes for the award of public employment and public contracts.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I promote non-discrimination in public agency decisionmaking.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I work towards consensus building and gain value from diverse opinions.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I convey the agency's care for and commitment to its community members.

Question 7

- I actively promote the efficient and economical use of public resources.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.

- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

September 5, 2023, 12:12 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I support ethics within my agency.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I support merit-based processes for the award of public employment and public contracts.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

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

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

September 5, 2023, 12:13 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I am honest with my fellow elected officials, the public and others.
- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I refrain from any action that might appear to compromise my independent judgment.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I convey the agency's care for and commitment to its community members.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I actively promote the efficient and economical use of public resources.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 5, 2023, 12:14 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 3

- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I will promote meaningful public involvement in the agency's decision-making processes.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.
- I support a positive work environment for agency staff and others who serve the agency.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.
- I make good financial decisions that seek to preserve programs and services for agency residents.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Judith Colson

September 5, 2023, 12:56 PM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Vision

Question 2

- I am honest with my fellow elected officials, the public and others.
- I support ethics within my agency.

Question 3

- I support merit-based processes for the award of public employment and public contracts.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I promote non-discrimination in public agency decisionmaking.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I work towards consensus building and gain value from diverse opinions.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I provide friendly, receptive, courteous service to everyone.

Question 8

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 5, 2023, 1:11 PM

Question 1

- Integrity and Honesty
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I am honest with my fellow elected officials, the public and others.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.

- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I convey the agency's care for and commitment to its community members.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Joseph Kliger

September 5, 2023, 1:14 PM

Question 1

- Integrity and Honesty
- Fairness
- Compassion
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I treat all persons, claims and transactions in a fair and equitable manner.
- I make decisions based on the merits of the issue.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I actively promote the efficient and economical use of public resources.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I do not knowingly use false or inaccurate information to support my position or views.
- I support ethics within my agency.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I promote non-discrimination in public agency decisionmaking.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I support a positive work environment for agency staff and others who serve the agency.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.

Question 7

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

Name not available

September 5, 2023, 1:21 PM

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

September 5, 2023, 1:36 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I take responsibility for my actions, even when it is uncomfortable to do so.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- 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.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.

Question 5

- I respect the distinction between the role of office holder and staff.

- When campaigning, I avoid personal attacks on issues unrelated to my fellow candidates' ability to discharge the duties of the office that we both seek.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 5, 2023, 2:20 PM

Question 1

- Integrity and Honesty
- Fairness
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I make good financial decisions that seek to preserve programs and services for agency residents.

Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 5, 2023, 2:27 PM

Question 1

- Integrity and Honesty
- Fairness
- Proper efficient use of public resources (another form of responsibility)
- Other - Respect for the citizens of Cupertino

Question 2

- I do not knowingly use false or inaccurate information to support my position or views.
- I do not leave false impressions.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Other - Don't sell out to developers

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.
- In my interactions with constituents, I am interested, engaged, and responsive.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I convey the agency's care for and commitment to its community members.

Question 7

- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I provide friendly, receptive, courteous service to everyone.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 5, 2023, 2:46 PM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not shown

September 5, 2023, 2:50 PM

Question 1

- Integrity and Honesty
- Fairness
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I am honest with my fellow elected officials, the public and others.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.

Question 3

- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I respect others' time by coming to meetings prepared and offering observations only when I believe it will move the discussion forward.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I convey the agency's care for and commitment to its community members.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

September 5, 2023, 2:51 PM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- 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.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- If I receive substantive information that is relevant to a matter under consideration from sources outside the public decision-making process, I publicly share it with my fellow governing board members and staff.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.
- Other - I make decisions demonstrating that I care about ALL the residents of the City, and the players and employees working in our City.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I actively promote the efficient and economical use of public resources.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

September 5, 2023, 2:54 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I take responsibility for my actions, even when it is uncomfortable to do so.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.
- I follow through on my commitments, keeping others informed, and responding in a timely fashion.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not shown

September 5, 2023, 3:24 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Other - Cooperation with other levels of government

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I treat my fellow officials, staff 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.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

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

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Katy Waugh

September 5, 2023, 4:47 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I support merit-based processes for the award of public employment and public contracts.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I support a positive work environment for agency staff and others who serve the agency.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 8

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

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not shown

September 5, 2023, 5:03 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- As a representative of the community, I serve as a model of leadership and civility.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.
- I support a positive work environment for agency staff and others who serve the agency.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I actively promote the efficient and economical use of public resources.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not shown

September 5, 2023, 9:03 PM

Question 1

- Integrity and Honesty
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I do not knowingly use false or inaccurate information to support my position or views.
- I support ethics within my agency.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 3

- I support merit-based processes for the award of public employment and public contracts.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I support a positive work environment for agency staff and others who serve the agency.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

September 5, 2023, 9:44 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I convey the agency's care for and commitment to its community members.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I actively promote the efficient and economical use of public resources.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Nitya Kansal

September 6, 2023, 8:55 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I do not use information that I acquire in my public capacity for personal advantage.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.

- I work towards consensus building and gain value from diverse opinions.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I actively promote the efficient and economical use of public resources.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

September 6, 2023, 9:59 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I provide services at or above established standards without favoritism or prejudice.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

Name not shown

September 6, 2023, 10:19 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I do not use information that I acquire in my public capacity for personal advantage.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I involve staff in meetings with individuals, those with business before the agency, officials from other agencies and legislators to ensure proper staff support and to keep staff informed.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

September 6, 2023, 11:04 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not promise what I believe to be unrealistic.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I support merit-based processes for the award of public employment and public contracts.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I actively promote the efficient and economical use of public resources.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 6, 2023, 3:43 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- Fairness
- Compassion

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I provide services at or above established standards without favoritism or prejudice.

Question 5

- I work towards consensus building and gain value from diverse opinions.
- In my interactions with constituents, I am interested, engaged, and responsive.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I do not disclose confidential information without proper legal authorization.

- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 6, 2023, 3:57 PM

Question 1

- Integrity and Honesty
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I take responsibility for my actions, even when it is uncomfortable to do so.
- I support ethics within my agency.

Question 3

- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.
- I do not use information that I acquire in my public capacity for personal advantage.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I support a positive work environment for agency staff and others who serve the agency.

Question 6

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I provide friendly, receptive, courteous service to everyone.
- I make good financial decisions that seek to preserve programs and services for agency residents.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 6, 2023, 4:02 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I support ethics within my agency.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.
- I support a positive work environment for agency staff and others who serve the agency.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I make good financial decisions that seek to preserve programs and services for agency residents.

Question 8

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

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not shown

September 6, 2023, 4:16 PM

Question 1

- Integrity and Honesty
- Respect for fellow officials, staff and the public

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I am honest with my fellow elected officials, the public and others.
- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I provide services at or above established standards without favoritism or prejudice.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I am approachable, open-minded and willing to participate in dialog and I work to convey this to others.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

September 6, 2023, 4:21 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I am honest with my fellow elected officials, the public and others.
- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.

Question 3

- As a representative of the community, I serve as a model of leadership and civility.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I recognize that I am an agent for the democratic process, not the owner of authority.
- I provide services at or above established standards without favoritism or prejudice.

Question 5

- I am approachable, open-minded and willing to participate in dialog and I work to convey this to others.
- I involve staff in meetings with individuals, those with business before the agency, officials from other agencies and legislators to ensure proper staff support and to keep staff informed.

Question 6

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I actively promote the efficient and economical use of public resources.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 6, 2023, 4:22 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I actively promote the efficient and economical use of public resources.
- I make good financial decisions that seek to preserve programs and services for agency residents.

Question 8

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

Question 9

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.
- I consider the broader regional and statewide implications of the agency's decisions and issues.

Name not available

September 6, 2023, 5:34 PM

Question 1

- Integrity and Honesty

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I make decisions based on the merits of the issue.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- When campaigning, I avoid personal attacks on issues unrelated to my fellow candidates' ability to discharge the duties of the office that we both seek.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I convey the agency's care for and commitment to its community members.

Question 7

- I actively promote the efficient and economical use of public resources.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I do not disclose confidential information without proper legal authorization.

- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 6, 2023, 5:50 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Proper efficient use of public resources (another form of responsibility)
- Vision

Question 2

- I take responsibility for my actions, even when it is uncomfortable to do so.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I support merit-based processes for the award of public employment and public contracts.
- I do not use information that I acquire in my public capacity for personal advantage.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I provide services at or above established standards without favoritism or prejudice.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I respect the distinction between the role of office holder and staff.

Question 6

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make good financial decisions that seek to preserve programs and services for agency residents.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 6, 2023, 7:35 PM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.

Question 3

- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I support a positive work environment for agency staff and others who serve the agency.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I demonstrate concern for the proper use of agency assets (such as personnel, time, property, equipment, funds) and follow established procedures.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 6, 2023, 7:44 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I am honest with my fellow elected officials, the public and others.
- I take responsibility for my actions, even when it is uncomfortable to do so.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I refrain from any action that might appear to compromise my independent judgment.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I focus on the merits in discussions of issues, not personalities, character or motivations.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 6, 2023, 9:33 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I am honest with my fellow elected officials, the public and others.
- I support ethics within my agency.

Question 3

- I support merit-based processes for the award of public employment and public contracts.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I make decisions based on the merits of the issue.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

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

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not shown

September 6, 2023, 10:03 PM

Question 1

- Integrity and Honesty
- Proper efficient use of public resources (another form of responsibility)
- Vision
- Other - Transparency

Question 2

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- 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.

Question 4

- I provide services at or above established standards without favoritism or prejudice.
- I make decisions based on the merits of the issue.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.
- Other - I try to understand the viewpoint and situation of all parties

Question 7

- I actively promote the efficient and economical use of public resources.
- Other - Promote activities that have measurable outcomes which are documented and communicated to the public

Question 8

- Other - Ensure the agency's outcomes are measurable and communicated to the public
- Other - Ensure the resources are allocated so the agency meets their expectations

Question 9

- Other - Ensure the activities aligns to the vision
- Other - Develop a vision that support the public in a realistic manner

Name not shown

September 7, 2023, 5:56 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Respect for fellow officials, staff and the public
- Compassion

Question 2

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- I am honest with my fellow elected officials, the public and others.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- As a representative of the community, I serve as a model of leadership and civility.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I support a positive work environment for agency staff and others who serve the agency.

Question 6

- I recognize government's responsibilities to society's less fortunate.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
- I make decisions on hiring and contracting based on merit and value to the agency, rather than favoritism and/or family or personal relationships.

Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

- I promote intelligent and thoughtful innovation in order to forward the agency's policy agenda and agency services.

Name not available

September 7, 2023, 6:27 AM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Compassion
- Vision

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I am impartial when making decisions, avoiding the temptation to favor those who have supported me and disfavor those who have not.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I focus on the merits in discussions of issues, not personalities, character or motivations.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I convey the agency's care for and commitment to its community members.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 7

- I actively promote the efficient and economical use of public resources.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

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

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

Name not available

September 7, 2023, 6:34 AM

Question 1

- Integrity and Honesty
- Fairness
- Proper efficient use of public resources (another form of responsibility)
- Other - uphold US Constitution

Question 2

- I do not knowingly use false or inaccurate information to support my position or views.
- I disclose suspected instances of corruption to the appropriate authorities.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I excuse myself from participating in decisions when my or my family's financial interests may be affected by my agency's actions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I engage in effective two-way communication by listening carefully, asking questions, and determining an appropriate response that adds value to conversations.
- I support a positive work environment for agency staff and others who serve the agency.

Question 6

- I convey the agency's care for and commitment to its community members.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I actively promote the efficient and economical use of public resources.
- I make decisions after prudent consideration of their financial impact, taking into account the long-term financial needs of the agency, especially its financial stability.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

Name not available

September 7, 2023, 7:39 AM

Question 1

- Integrity and Honesty

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

- Responsibility and Community Service
- Fairness
- Respect for fellow officials, staff and the public

Question 2

- I am prepared to make unpopular decisions when my sense of the public's best interests requires it.
- I do not knowingly use false or inaccurate information to support my position or views.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- I support merit-based processes for the award of public employment and public contracts.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I treat all persons, claims and transactions in a fair and equitable manner.

Question 5

- I involve staff in meetings with individuals, those with business before the agency, officials from other agencies and legislators to ensure proper staff support and to keep staff informed.
- I support a positive work environment for agency staff and others who serve the agency.

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I actively promote the efficient and economical use of public resources.

Question 8

- I respect the confidentiality of information concerning the agency's property, personnel or affairs.
- I do not disclose confidential information without proper legal authorization.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

Name not available

September 7, 2023, 11:25 AM

Question 1

- Integrity and Honesty
- Fairness
- Respect for fellow officials, staff and the public
- Proper efficient use of public resources (another form of responsibility)

Question 2

- I take responsibility for my actions, even when it is uncomfortable to do so.
- I support ethics within my agency.

Question 3

- I do not accept gifts, services or other special considerations because of my public position.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I promote non-discrimination in public agency decisionmaking.
- I provide services at or above established standards without favoritism or prejudice.

Question 5

- I treat my fellow officials, staff and the public with patience, courtesy and civility, even when we disagree on what is best for the community.
- I respect the distinction between the role of office holder and staff.

Updating the City of Cupertino Ethics Policy

Help the City of Cupertino Update Its Ethics Policy

Question 6

- I am sensitive to the fact that some people in the community are intimidated by public officials and public agencies and try to make their interactions with our agency as stressfree as possible.
- I convey the agency's care for and commitment to its community members.

Question 7

- I recognize that the responsibility for making both large and small decisions about the use of public resources is a public trust.
- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.

Question 8

- I do not disclose confidential information without proper legal authorization.
- I represent the official policies or positions of the agency to the best of my ability when authorized to do so.

Question 9

- I exhibit a proactive, innovative approach to setting goals and conducting the agency's business.
- I display a style that maintains consistent standards, but is also sensitive to the need for compromise, "thinking outside the box," and improving existing paradigms when necessary.

Name not shown

September 7, 2023, 6:48 PM

Question 1

- Integrity and Honesty
- Responsibility and Community Service
- Other - 2-Transparency, not just words but actions. 3-Responsive to community concerns.
- Other - 4-Fiscally responsible - keep spending down. I CANNOT ENTER A THIRD OTHER COMMENT. I AM BEING FORCED TO PICK ONE OF THE CANNED VALUES.

Question 2

- Other - I do not play games. I am clear, direct and to the point.
- Other - I do not lobby staff or my fellow elected officials, except in public on the dais.

Question 3

- I refrain from any action that might appear to compromise my independent judgment.
- Consistent with my role as a steward of the public trust, I do not represent third parties' interest before either my agency or those of neighboring jurisdictions.

Question 4

- I support the public's right to know and participate in the conduct of the public's business.
- I recognize that I am an agent for the democratic process, not the owner of authority.

Question 5

- I work towards consensus building and gain value from diverse opinions.
- I make decisions and recommendations based upon research and facts, taking into consideration short and long-term goals.

Question 6

- I am attuned to, and care about, the needs and issues of citizens, public officials and agency workers.
- Other - I am aware and take into consideration that many people in our city are not wealthy and thus minimize financial impacts to our citizens.

Question 7

- I make good financial decisions that seek to preserve programs and services for agency residents.
- Other - I do not spend or allow to be spent public funds on personal trips.

Question 8

- I do not disclose confidential information without proper legal authorization.
- When presenting my individual opinions and positions, I explicitly state that my opinions do not represent the agency's position and I will not allow the inference that they do.

Question 9

- Other - I promote proactive mitigation measures within our city laws to dampen impacts to our community of upcoming legislation.
- Other - I support providing feedback to the state on upcoming bills to improve them before they are passed..