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## CODE OF ETHICS AND FIDUCIARY DUTY

The proper operation of a democratic government requires that public officials and employees be independent, impartial and responsible to the people; that government decisions and policy be made in the best interest of all; that public office not be used for personal benefit or gain; and that the public have confidence in the integrity of its government. To help ensure that these standards are met, the city of Boise created a Code of Ethics.

The city's Code of Ethics are rules of conduct for City officials, officers and employees. The Code of Ethics is codified at Title 1, Chapter 8 of Boise City Code. The city also adopted the Ethics Handbook, which is a tool for city officials, officers and employees to consult when they have questions, concerns or complaints related to ethics. Violations of the city's Code of Ethics are misdemeanors and can carry criminal penalties. Any violation of the Code of Ethics may lead to disciplinary action, up to and including termination.