



Ethics

Teton County government exists to: (1) provide services and functions mandated by the State of Idaho; and (2) protect and enhance the health, safety and welfare of County residents. Every action taken by Elected Officials and employees should promote one of these purposes and should be undertaken in an ethical manner that promotes public trust and confidence.

County employees should:

- Work cooperatively and consistently to provide public service of the highest possible quality and quantity
- Perform all tasks and conduct all affairs consistently in a manner that promotes a reputation of integrity and impartial adherence to all applicable laws
- Treat members of the public and other employees with dignity and respect and in a manner which builds trust and credibility
- Scrupulously avoid personal behaviors which would bring unfavorable public impressions upon Teton County and its officials
- Avoid conflicts of interest and the appearance of conflicts of interest
- Protect all confidential information not considered a matter of public record
- Follow all applicable laws and speak up if they become aware of violations by other employees
- Read and follow all provisions of Chapter III of the Teton County Personnel Policy entitled *Rules of Employee Conduct* and the *Ethics in Government* handbook published by the Idaho Attorney General

County employees should not:

- Use their public position for personal gain
- Give preferential treatment to any person or entity
- Engage in abusive or hurtful conduct to fellow employees or to the public, whether in person or via any other method of communication
- Participate in illegal activities, including discrimination on the basis of race, religion, gender, age, disability or national origin
- Abuse employee benefit offerings
- Use county resources (including time, material, equipment and information) for personal gain or to the benefit of persons not otherwise entitled to utilize those resources
- Accept gifts with a value greater than \$50 (*see Idaho Statute 18-1356*)

In most cases, appropriate decisions can be made by using good judgment, based on high ethical principles. However, if a situation arises where the ethically correct decision or action is not readily apparent, Elected Officials and employees are encouraged to consult with their supervisor or with the County Prosecutor, and to ask themselves the following questions:

- Have I been asked to misrepresent information or deviate from normal procedure?
- Would I feel comfortable describing my situation to my supervisor or to the people who elected me?
- How would it look if this decision made the newspaper headlines?
- What would I tell my child to do?
- Is this the right thing to do?
- Does this follow county policy?