

POLICY 401

ETHICS, CONDUCT, AND PERFORMANCE EXPECTATIONS

Effective 05-01-2021, Resolution No. 014-21

Johnson County Government believes that public service is an honor and responsibility and that those who are employed to represent Johnson County Government must be committed to the principles and values of public service. It is, therefore, the policy of Johnson County Government to hire and retain employees who are committed to the County's mission to provide exemplary public service and to the County's values of serving the common good, preserving the public trust, and holding itself to the highest principles, always seeking to do the right thing for the common good. Thus, all employees of Johnson County Government are expected to:

- Conduct themselves with integrity.
- Strive for the highest standards of performance and efficiency.
- Have regular and reliable attendance.
- Treat others with respect.
- Be good stewards of the County's property and other resources.
- Act in a manner that reflects the County's stated vision, mission, and values.

As public servants, County employees are held to higher ethical standards than what may be acceptable in private employment. Those standards are stated in the County's Code of Ethics and reflected in the Human Resources Policies and Procedures. Employees are required to comply with the letter and spirit of the Code of Ethics and to demonstrate the highest ethical standards regardless of whether a particular matter is specifically covered by the Code of Ethics or a particular policy. Employees should avoid even the appearance of unethical conduct. Employees are encouraged to report ethics concerns and will not be subject to retaliation for good faith reporting of such concerns or for participating in an investigation of such concerns.

All employees are expected to be law abiding citizens both on and off duty and especially while in the performance of their duties and while wearing a County uniform or other attire identifying themselves as an employee or official of Johnson County Government.