



BOARD OF SUPERVISORS AGENDA ITEM REPORT

Requested Board Meeting Date: 02/05/2019

Title: Revisions to Board of Supervisors Policy C 2.1; Workplace Ethics, Conduct and Compliance

Introduction/Background:

Proposed Revisions to Board of Supervisors Policy C 2.1

Discussion:

BOS Policy C 2.1; Workplace Ethics, Conduct and Compliance

POLICY:

Remove language relating to annual acknowledgment of specified directives and instead have an Administrative Procedure in place that requires employees to read and acknowledge directives that the County Administrator selects annually for review.

Insert language in item two (2) to clarify that an employee's personal interest includes those of an employee's relatives and domestic partners.

Conclusion:

Recommendation:

The Board of Supervisors approve the proposed revisions to Board of Supervisors Policy C 2.1 as outlined to become effective upon adoption.

Fiscal Impact:

None

Board of Supervisor District:

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All

Department: Human Resources

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Department Director Signature/Date: Cathy Bohland 1/22/19

Deputy County Administrator Signature/Date: Tom Burke 1-23-19

County Administrator Signature/Date: C. Dulettay 1/23/19



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Purpose:

The provisions of this policy and related procedures are intended to achieve fair, ethical and accountable local government for Pima County.

Policy:

It is the policy of the Board of Supervisors to attain a balance that encourages good conduct through effective leadership, clear and comprehensive standards, education and appropriate enforcement mechanisms.

All employees of Pima County shall maintain the highest ethical standards in the conduct of County business and avoid circumstances that may create an appearance of impropriety or cause members of the public to have a negative opinion of the County. While acting in their official capacities and in the discharge of their duties, County employees are expected to be professional, respectful, fair, unbiased, honest, civic-minded, service-oriented, and fiscally responsible at all times.

~~Through the ADP Self Service Portal employees shall, on an annual basis, read and acknowledge directives that support the County's objective to establish and maintain secure and positive work environments free from all forms of discriminatory, harassing, hostile, offensive and unprofessional conduct.~~

Declaration:

Pima County will not tolerate any behavior in the workplace that constitutes unethical conduct or behavior as defined in this policy and related procedures.

Definitions:

Ethical workplace behavior is behavior based on a system of moral principles that conforms to the accepted standards of conduct of a society, organization and/or institution.

Unethical workplace behavior is conduct that does not conform to approved standards of professional behavior.

Examples of Ethical Workplace Behavior:

1. Conducting yourself at work according to rules that you believe should apply to everyone rather than acting on rules that only apply to you and your value set;



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2. Making decisions in the County's best interests and/or withdrawing yourself from the decision-making process when a decision puts your personal interests (**INCLUDING THOSE INVOLVING RELATIVES AND DOMESTIC PARTNERS**) in competition with the interests of the County;
3. When a decision could benefit a large number of people as opposed to a small group of individuals, making a decision that favors the larger group;
4. Making work-related decisions on the basis of logic and facts, as opposed to emotion, bias or outside influence and avoiding making decisions on the basis of skin color, sex, gender expression, gender identity, social status, linguistic ability, sexual orientation, disabilities, etc.;
5. Understanding that the County workforce reflects society's diversity and requires tolerance of opinions and attitudes that differ from your own;
6. Respecting the efforts of co-workers, giving credit when merited, and avoiding claiming the achievements of others as your own;
7. Understanding that actions have consequences and considering the consequences of intended actions before taking them.

Reporting Procedure:

When an employee believes that he or she has witnessed or been made aware of unethical workplace behavior, the employee must report any and all incidents immediately to a supervisory level employee, to include his or her supervisor, division manager, appointing authority, elected official, the supervisor of the alleged perpetrator or to Human Resources Employment Rights directly.

Supervisory employees in receipt of allegations of unethical workplace behavior shall assess the severity of the conduct and determine whether Human Resources Employment Rights should be contacted. If the manager or supervisor is uncertain whether the severity of the conduct merits contacting Employment Rights, he or she should consult Employment Rights immediately.

Employees who believe they have witnessed or been made aware of unethical workplace behavior are not required to confront the alleged perpetrator of the behavior in question.

Non-retaliation

This policy prohibits retaliation against employees who report potentially unethical workplace behavior or participate in the investigation of the complaint. Any employee bringing a complaint under this policy, or assisting in the investigation of such a complaint, will not be adversely affected in terms and conditions of employment, nor discharged because of the complaint. Anyone who engages in retaliatory action will be subject to discipline, up to and



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including dismissal. Retaliation is defined as activity that may dissuade a reasonable person from exercising his or her obligations under this policy.

Confidentiality

To the extent feasible, information provided in the complaint and investigation process at both informal and formal levels will be treated as confidential. However, the County will disclose information if deemed reasonably necessary to investigate and take appropriate corrective action, or to defend such corrective action, and/or if required by law.

References:

Merit System Rule 2 – General Provisions
Merit System Rule 4 – Selection: Recruitment, Announcements, and Applications
Personnel Policy 8-101 – Employment of Relatives
Personnel Policy 8-111 – Outside Employment
Personnel Policy 8-119 – Rules of Conduct
Board of Supervisors Policy D 21.1 – Equal Employment Opportunity and Affirmative Action Policy
Board of Supervisors Policy D 21.2 – Prevention of Sexual Harassment
Board of Supervisors Policy D 21.3 – Prevention of Workplace Harassment
Board of Supervisors Policy D 23.1 – Preventing, Identifying and Addressing Workplace Bullying
Board of Supervisors Policy D 27.1 – Pima County Information Technology Program
Board of Supervisors Policy D 29.2 – Procurement Policy
Administrative Procedure 3-19 – County Employees – Gifts
Administrative Procedure 3-26 – County Employees – Conflict of Interest
Administrative Procedure 23-17 – Loyalty Oath
Administrative Procedure 27-4 – Information Technology Program
Administrative Procedure 27-5 – Electronic Mail (Email) Governance

Adoption Date: September 3, 2013
Revision Date: June 20, 2017
Effective Date: June 20, 2017