

BOARD OF SUPERVISORS CODE OF CONDUCT

Adopted by the Board of Supervisors September 23, 2025

1. The Board is committed to maintaining a workplace and organization that is free from unlawful harassment, discrimination, and retaliation. Offensive language, humiliating, gossiping, threatening, or disparaging treatment, coercive, belittling, sabotaging, isolating, and discourteousness are considered abuse behaviors and can be considered bullying and will not be tolerated.
2. Board members conduct will further the ability of the Board and County to carry out business in an orderly and undisrupted manner.
3. Board members will refrain from behavior that brings County government or the Board into disrepute, including but not limited to engaging in abusive conduct toward staff, the community or other Board members; leveling unsubstantiated personal charges or allegations; using inappropriate or abusive language during Board meetings; or engaging in unsubstantiated or intemperate verbal or written attacks on the character or motives of other Board members, staff and members of the public.
4. Board members will respect the collective authority of the Board and will accurately represent the official policies and positions of TC and make clear the distinctions between such policies and positions and their individual positions and opinions. When stating their individual opinions and positions, Board members will explicitly state that they are not sharing the position of the entire Board.

Confidential Information

5. Board members recognize their obligation to protect the confidential nature of information received in the course of their work, including confidential information provided in the closed session portions of Board meetings. Board members are also committed to compliance with the Brown Act, the Public Records Act and other applicable laws.
6. Board members must avoid any situation in which their personal interests—or those of their family members—conflict with the interests of the County or with their official duties as elected officials. Board members shall not use their position to influence county decisions, policies, or contracts for personal gain. Prohibited actions include, but are not limited to: bidding on county contracts, using their position to benefit themselves or relatives, or disclosing confidential information to assist themselves or others. Board members have an obligation to uphold the integrity of their office and must recuse themselves from any matter where a conflict of interest exists or could reasonably be perceived.

Respect for the Boards Authority

7. Individual members must respect the collective authority of the Board.

Code of Conduct Repercussions

There are three basic consequences for violating the Code of Conduct:

- **Censure – a formal statement of severe disapproval. It serves as a condemnation and has no direct effect on the person being censured.**
- **Loss of Executive Power**
- **Recommendation for referral to the Grand Jury - Pursuant to California Government Code Section 3060, a civil grand jury has the authority to accuse a public officer of willful or corrupt misconduct in office, which may lead to their removal following a trial without a recall.**