

## **District Recommendation 2**

**In order to meet the standard, the district should establish a written code of professional ethics, which includes managers. (III.A.1.d)**

The District drafted a proposed Board policy to create a code of ethics that included managers. The new policy followed the participatory governance approval process – it was presented to District Governance Council (DGC) and to employee groups (Local 1, United Faculty and Management Council) for input. Following consideration of all the input, the new Board policy was submitted to the Chancellor’s Cabinet and then to the Governing Board for final approval.

The Governing Board adopted new Board Policy 2056, Code of Ethics, at its October 21, 2009 meeting. The policy applies to all members of the District community, including managers. In addition, Human Resources Procedure 1040.08, Employee Code of Ethical Behavior, previously adopted by Chancellor’s Cabinet on April 5, 2005, covers all District employees, including administrators.

The policy calls for the “District to apply the highest ethical principles and standards of conduct to all members of the District community.” It stipulates that the District is committed to the principles of “trustworthiness, respect, responsibility and stewardship.”

The new policy is included in the Board Policy Manual in hard copy and is easily accessible on the District website.

**Additional plans:** This recommendation has been addressed and resolved.

*EVIDENCE:*

Board Policy 2056, Code of Ethics

Human Resources Procedure 1040.08, Employee Code of Ethical Behavior