

400.00 – Code of Ethics

Refer:

- ORS Chapter 244, Government Ethics
- Multnomah County Personnel Rule 3-30, Code of Ethics
- Multnomah County Personnel Rule 3-35, Use of Information Technology
- Multnomah County Personnel Rule 3-36, Social Media
- MCSO Policy 1205.00 – Use of Social Media
- MCSO Policy 405.00 – Political Activity
- MCSO Policy 1200.00 – Communication with the Media

Definitions:

- Conflict of Interest: When any decision by a member would have the effect of financial gain or avoidance to the member or a relative or member of their household.
- Ethics: Positive principles of conduct enforced by law and training.

Policy:

1. As County employees, MCSO members are public employees, responsible for public trust. MCSO members are required to comply with ethics laws and be mindful of even the appearance of impropriety. Members who violate ethics regulations will be subject to corrective action.
2. The primary rule is MCSO members may not use or attempt to use their position/employment to obtain financial gain or avoid financial detriment for the member or a relative or member of their household, if the financial gain or avoidance of financial detriment would not otherwise be available but for the member's holding of their position/employment. Examples of conduct that may violate this policy when undertaken for the purpose of obtaining financial gain or avoiding financial detriment include, but are not limited to:
 - 2.1. Failure to disclose a conflict of interest (e.g. holding secondary employment or award of County services to an entity with which a member or their household is interested, etc.)
 - 2.2. Failure to follow established procedures for services (e.g. towing, procurement, contracts, travel, training, etc.)
 - 2.3. Accepting a gift or discount to avoid paying full cost for item or service
 - 2.4. Using MCSO identification or other County resources (e.g. technology, office supplies, tactical equipment, etc.)
 - 2.5. Participating in or organizing honoraria or special events
 - 2.6. Attempt to avoid a fine, citation or arrest (e.g. parking violation, DUII, etc.)
 - 2.7. Using information received because of employment, which is confidential or not readily available to the public
 - 2.8. Endorsing one media outlet over another (e.g. granting contracts for publication of public notices in exchange for money)
 - 2.9. Influencing political activity

Procedure:

1. Member Responsibilities:
 - 1.1. Ethics law is detailed and nuanced. To ensure compliance, members consult about ethical matters with the County Attorney's Office, through their chain of command, to receive the proper interpretation of relevant law as applied to their particular circumstance.
 - 1.2. Members will disclose actual or potential conflicts of interests to the chain of command, at the time the member is called upon to make a decision or serve in a capacity that will or may affect the member's private interests.
 - 1.3. Members are expected to report conduct they believe to be unethical to their chain of command, the Human Resources Unit, Inspections Unit, Central Human Resources Department, and/or the Auditor's Office.

2. Command Responsibilities:

- 2.1. Command members will create opportunities and an environment to discuss and educate direct reports on ethical practices.
- 2.2. Command members will respond to a member's report of conflict of interest or unethical behavior by working with the member to consult with the County Attorney's Office; protect against retaliation.

History:

- Originating Policy and Procedure: 2/23/18
- Next Review Date: 2/23/20
- Review By: Sheriff's Office