

CODE OF ETHICS - CAPE MAY COUNTY

IN ORDER THAT THIS BOARD BE IN COMPLIANCE WITH THE NEW JERSEY "CONFLICT OF INTEREST LAWS" THE FOLLOWING CODE OF ETHICS WILL BE OBSERVED AT ALL TIMES.

1. The New Jersey Legislature find and Declares:

- a. In our representative form of government, it is essential that the conduct of public officials and employees shall hold the respect and confidence of the people. Public officials must, therefore, avoid conduct which is violative of their Public Trust or which creates a justifiable impression among the public that such is being violated.
- b. To ensure propriety and preserve public confidence persons serving in government should have the benefit of specific standards to guide their conduct and of some disciplinary mechanism to ensure the uniform maintenance of those standards amongst them. Some standards of this type may be enacted as generally statutory prohibitions or requirements; others because of complexity and variety of circumstances, are best left to the governance of codes of ethics formulated to meet the specific needs and conditions of the several agencies of government.
- c. It is also recognized that under a free government it is both necessary and desirable that all citizens, public officials included, should have certain specific interests in the decisions of government, and that the activities and conduct of public officials should not, therefore, be unduly circumscribed.

2. So that this board may be compliance with the above legislative findings the Cape May County Board of Elections sets forth the following "Code of Ethics" to be observed at all times by those officers and employees under its jurisdiction.

a. Cape May County Elections Board Members and employees alike shall conform to he following general standards.

1. No officer or employee of this Board shall have any interest, financial or otherwise, direct or indirect, or engage in any business or transaction or professional activity, which is in substantial conflict with the proper discharge of his or her duties in the public interest.

2. No officer or employee of this Board shall engage in any particular business, profession, trade or occupation which is subject to licensing or regulation by a specific agency of State Government without promptly filing notice of such activity with the Chairman or Secretary of the County Board of Elections and the Executive Commission on Ethical Standards.

NOTE: This paragraph shall not be deemed to require notice of a motor vehicle license issued for non-commercial purposes.

3. No officer or employee of this Board shall use or attempt to use his or her official position to secure unwarranted privileges or advantages for himself or herself or for others.
4. No officer or employee of this Board shall act in his or her official capacity in any matter wherein he or she has a direct or indirect personal financial interest that might reasonably be expected to impair his or her objectivity or independence of judgment.
5. No officer or employee of this Board shall undertake any employment or service, whether compensated or not, which might reasonably be expected to impair his or her objectivity and independence of judgment in the exercise of his or her official duties.
6. No officer or employee of this Board shall accept any gift, favor, service or other thing of value under circumstances from which it might be reasonably inferred: that such a gift, service or other thing of value was given or offered for the purpose of influencing him or her in the discharge of his or her official duties.
7. No officer or employee of this Board shall knowingly act in any way that might reasonably be expected to create an impression or suspicion among the public having knowledge of his or her acts that he or she may be engaged in conduct violative of his or her trust as a State officer or employee.
8. No officer or employee of this Board shall use or appear to use information obtained in the performance of his or her duties and not available to the public for personal gain, direct or indirect.

Violations of this Code of Ethics shall be cause for removal, suspension, demotion or other disciplinary action by the Cape May County Board of Elections after opportunity for adequate hearing has been afforded. No action for removal or discipline shall be taken except upon the referral or approval of the Executive Commission on Ethical Standards as provided by Laws of 1971, Chapter 182, Section 10. (N.J.S.A. 52:13D-23).

I hereby declare that the rules and regulations set forth are intended to be supplementary to all standards provided in Chapter 182 of the Laws of 1971 and further that this Code, upon becoming effective pursuant to Section 12 of Chapter 182 of the Laws of 1971 (N.J.S.A. 52:13D-23) shall supersede all previously adopted Codes of Ethics of the Cape May County Boards of Elections.

3. So that the Cape May County Board of Elections, members and employees, shall hold the respect and confidence of the public this "Code of Ethics" shall be made available, upon request, to interested parties.

Respectfully submitted to the
Executive Commission on Ethical Standards
This 7th Day of September, 1978

Helene G. Mace, Chairman

Elfreda C. Andrea, Secretary

Lennea Plant, Member

Lewis C., Vinci, Member