

Staff Code of Conduct

The Commission's Code of Conduct is a set of conventional principles and expectations that are considered binding on any person serving the California Citizens Redistricting Commission in any capacity. This includes all persons hired directly or indirectly to perform the tasks of the Commission, including consultants and counsel, regardless of the duration of the hiring.

All employees, consultants, and legal counsel working for the Commission shall comply with the requirements of Government Code Section 8253(a)(3) applicable to the Commissioners, and, in particular, shall not communicate with or receive communications about the Commission's redistricting matters outside of a public meeting of the Commission. This does not prohibit communications between Commissioners, employees, consultants, and legal counsel that are otherwise permitted by the Bagley-Keene Act.

All persons serving the Commission shall:

- Conduct themselves in a manner which reflects positively on the Commission, their colleagues, and themselves.
- Speak the truth with no intent to deceive or mislead by technicalities or omissions.
- Ensure that all reports presented to the Commission or the public are accurate and honest.
- Honor all agreements made with the Commission or colleagues.
- Avoid actual or perceived conflicts of interest and, if in doubt, openly discuss any concerns with their immediate supervisor and/or point of contact. The Executive Director should have any such discussion with both the Chief Counsel and the current Chair of the Commission.
- Take personal responsibility for their actions – for success or failure.
- Serve all members of the Commission impartially and provide no special privilege to any one member of the Commission, staff, or the public.
- Discharge their responsibilities with dedication to achieving the Commission's mission and in line with the Commission's principles.
- Act with fiscal prudence when conducting Commission business.
- Comply with all levels of governmental regulations and Commission policies.
- Disclose information that belongs in the public domain freely and completely and protecting privileged/confidential Commission information.

- Actively encourage diversity of thought through the inclusion of people from diverse backgrounds, and refuse to engage in, and or sanction discrimination on the basis of race, gender, age, religion, national origin, sexual orientation, physical appearance, or disability.
- Refuse to engage in and/or sanction activities for personal gain at the expense of the Commission or in violation of government code.
- Build relationships with others from a place of collaboration and respect that supports and upholds the dignity of California's diverse population, Commission members, Commission staff, and all individuals participating in the redistricting process.
- Not engage in any active volunteering for, consulting for, or service as paid staff for any candidate for public office or any current office holder in California.

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