



ETHICS CODE

The ethics code outlines the guiding principles and expected behaviors for all San Diego Unified employees. The district exists to serve students, parents and our community. To be effective, all employees will do their best to provide students and families with the highest possible quality of service.

1. **Fairness, dignity, respect.** We will treat each other and members of the community fairly and with dignity and respect.
2. **Honest effort.** We will put forth an honest effort in the performance of our duties. We will use our work hours productively to carry out the district program of providing quality educational services to the San Diego community.
3. **Public trust.** As public servants, we will act to earn, promote and maintain the public's trust and confidence in the San Diego Unified School District.
4. **Personal gain from position or resources.** We will not use our district position for personal or private gain. We will not use public resources for private non-district purposes nor for purposes other than for which they were intended. We will not solicit or accept contributions for non-district purposes from outside vendors who may do business with the district.
5. **Conflicts of interest.** We will not hold financial interests that conflict with the performance of our duties to the district. We will not engage in outside employment or activities that conflict with our official district duties.
6. **Gifts.** We will not accept gifts, services, travel, entertainment, jobs for immediate family members or other special considerations that may give the appearance that the benefit could improperly influence district decisions.
7. **Hiring, assigning, promoting, supervising.** We will take care in hiring, assigning, promoting and supervising employees so as to avoid nepotism or the appearance of impropriety.
8. **Waste, fraud, abuse, corruption.** We will disclose waste, fraud, abuse and corruption to the appropriate personnel at the district.
9. **Use of authority.** We will not use our authority to intimidate, threaten or retaliate against a person to attempt to interfere with the disclosure of potentially improper governmental activity.
10. **Failure to comply.** We understand that employees who fail to comply with the provisions of this Ethics Code may be subject to administrative legal action as provided under district policy, collective bargaining agreements and the California Education Code.