

## **RESOLUTION**

WHEREAS, the City of Rapid City has previously adopted various policies and procedures pertaining to employees and the conduct expected of employees; and

WHEREAS, the policies and procedures that are currently adopted address a number of specific instances; and

WHEREAS, the City of Rapid City has determined that it is in the best interest of the City and the employees to adopt a Code of Conduct to address expectations of employees generally;

NOW, THEREFORE, BE IT RESOLVED that the City of Rapid City adopts the following Code of Conduct:

### **Rapid City Code of Conduct**

In order to maintain excellence in government and to facilitate the efficient provision of services to the public, the City of Rapid City adopts this Code of Conduct for all employees. This Code of Conduct is in addition to all other policies of the City of Rapid City.

For purposes of this Code, the term “employee” includes all:

- Employees of the City
- Volunteers
- Appointed officials
- Elected officials

- 1) The City of Rapid City expects each employee to demonstrate the highest standards of conduct, personal integrity, and honesty in all of their activities in order to inspire public confidence and trust in City employees.
- 2) The City of Rapid City expects each employee to undertake their duties in a fair and impartial manner, refraining at all times from discrimination or the dispensation of special privileges.
- 3) The City of Rapid City strives to maintain a workplace that facilitates the growth and performance of its employees. To that end, each employee is charged with the responsibility to insure that the workplace is free from hostility or harassment in any form and that the workplace is conducive to the provision of services in an efficient and effective manner.
- 4) The provision of governmental service requires City employees to interact with the public. Given the unique relationship between the government and its citizens, each

employee is expected to treat members of the public with the respect and courtesy due to citizens from public servants. However, no employee shall be expected to endure personal hostility or abuse, regardless of the source.

DATED this \_\_\_\_\_ day of \_\_\_\_\_, 2004.

THE CITY COUNCIL

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
Finance Officer

(SEAL)