

MAYORAL OF CINCINNATI CODE OF CONDUCT

This Code of Conduct contains principles that shall guide the conduct of the City's Mayor and all mayoral staff, with the express purpose of fostering the highest standards of governance, cooperation, and respect for the City Charter, the laws of the City of Cincinnati, and the Office of the Mayor. Within forty-five days of becoming Mayor, whether by election or appointment, the Mayor shall sign a commitment to follow the Mayor's Code of Conduct set forth in this document. Within forty-five days of being hired as a staff member for the Mayor, every staff member shall sign a commitment to follow the Mayor's Code of Conduct set forth in this document. The Clerk of Council shall administer this requirement and provide a copy of the commitment to the Mayor and each mayoral staff member.

Pursuant to Section 100-13 of the Cincinnati Municipal Code, Council is charged with enforcement of this Code by public censure of violations, which requires a vote of majority of the members of Council. Upon approval by a majority of Council, the censure shall be filed with the Clerk of Council.

Thus, as the Mayor of the City of Cincinnati, or as a staff member of the Mayor's office, I understand and solemnly affirm my obligation to uphold the City Charter, comply with all applicable laws, and conduct myself in a manner that promotes integrity, transparency, and public trust. Accordingly, I commit to the following principles and standards of conduct:

- 1) Recognizing the Charter-defined roles of the Mayor, Council, and the City Manager, particularly with respect to contracting, development projects, and incentives;
- 2) Recognizing the obligation of elected officials and staff to not attempt to privately interfere with quasi-judicial proceedings of boards and commissions or the Zoning Hearing Examiner;
- 3) Cultivating a culture that encourages reporting of conflicts of interest and unethical conduct, and committing to refrain from retaliating against those who report suspected conflicts or unethical conduct;
- 4) Understanding and complying with all applicable ethics and conflict of interest laws;
- 5) Attend training at least annually on Ohio ethics laws and other state and local laws pertinent to the role of the Mayor;
- 6) Never using city resources or personnel for political activity;

- 7) Recognizing the limitations on the Mayor's ability to negotiate economic development deals without the involvement and approval of the City Manager;
- 8) Setting City funding and appropriation priorities in an open, transparent, and public manner;
- 9) Never using City resources or personnel to disclose confidential information obtained through the performance of City work for private gain or publicity or as prohibited by Ohio Revised Code Section 102.03(B);
- 10) Adhering to all applicable laws and regulations that provide equal opportunity for all persons regardless of race, color, religion, gender, gender identity, gender expression, national origin, age, sex, sexual orientation, sexual or reproductive health decisions, natural hairstyle, disability, military status, familial status, housing status, or breastfeeding status;
- 11) Reporting, without undue delay, to the City Manager, City Solicitor, Ohio Ethics Commission, or other appropriate authority, conduct in the performance of official duties that is reasonably believed to violate the law or reasonably believed to violate this Code of Conduct.
- 12) *For staff members only:* adhering to and being subject to all administrative regulations of the City of Cincinnati, as adopted or amended from time to time.

By signing below, I acknowledge that I have read and understand this Code of Conduct, affirm my commitment to comply with its provisions, and agree to conduct myself in accordance with the City Charter, applicable law, and the ethical standards governing service to the City of Cincinnati.

Signature

Date

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