

VERMONT GOVERNMENT ETHICS MADE SIMPLE

All Vermont state employees and officials should adhere to the ethical principles set forth in the Code of Ethics. If you are a state employee or official, you should:

- **Never** participate in any matter if you may have a conflict of interest
- **Never** use your state position for personal gain, or to benefit family or friends
- **Never** accept benefits or favors from lobbyists, or anyone seeking or having business with the state
- **Never** make commitments or promises on behalf of the state, unless authorized
- **Never** use or disclose confidential information for your own benefit
- **Never** leave state service and immediately lobby your previous agency
- **Never** leave state service and work against the state on a matter you worked on
- **Avoid** receiving any gifts on the job, unless otherwise allowed by the Code of Ethics
- **Avoid** taking outside jobs or commitments that conflict with your state duties
- **Avoid** taking actions that might appear like a conflict of interest
- **Always** disclose any potential conflict of interest immediately upon discovery
- **Always** report any discovery of waste, fraud, abuse, or corruption
- **Always** act as a steward of the state on behalf of Vermont and its citizens
- **When in doubt, always ask!**

If you have any questions on issues of Vermont government ethics, or how the Code of Ethics may apply to you, contact:

Vermont State Ethics Commission

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