

HAPPY HOMESTEAD CEMETERY DISTRICT

ETHICS POLICY

The Happy Homestead Cemetery District conducts business in accordance with the highest ethical standards of public service, leadership, and citizenship. In the conduct of District business we, the Trustees and employees of Happy Homestead Cemetery District are guided by the following principles:

We conduct all business in strict compliance with applicable laws, regulations, and District policies.

We are fair and truthful in our relationships with our residents, taxpayers, customers, co-workers, contractors, suppliers, and our community.

We are responsible for the integrity and consequences of our actions.

We strive to attain the highest level of personal performance, productivity, and integrity.

We treat one another, and those with whom we come in contact in the performance of our duties, with integrity, respect, and courtesy.

We safeguard all confidential information entrusted to our keeping regarding employees, customers, residents, taxpayers, and business partners.

We conduct the business of the District, which is the public's business, openly and transparently and actively seek the views of those whose business we conduct, except for those matters necessary to protect the interests of our District, employees, or customers, in strict compliance with the Ralph M. Brown Act.


We do not engage in any activities which are or give the appearance of being in conflict with the District's interests. If we are in doubt about the propriety of any action, we will discuss it with our Manager, Chairman of the Board, or District Counsel.

We do not engage in any employment or personal activity during our working hours that is not within the scope of our District responsibilities.

We understand these principles are to be used as broad guidelines of conduct to measure against any action not specifically stated here.

We understand that the desire to achieve District or personal objectives will not excuse wrongful activity, conflict of interest or deviation from District policies.

Finally, we understand that we violate these standards of conduct we will be subject to appropriate disciplinary action, up to and including termination of employment, public censure, and/or criminal liability.




Willard Ellis, Chairman



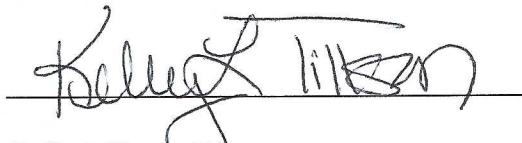
Doug Witt, Vice Chair



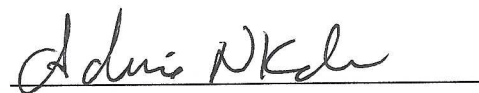
Gary Stanton, Director



Eric Eymann, Director



Kelly Tillson, Director



Adria Nkala, District Manager

7/20/21

Date

Adopted on 7/20/21

Chairman, Willard Ellis