



Ethics, Organization and Personnel Committee

# Ethics Policy Development 2024

Item 6b

October 9, 2023

Recommended  
changes

## Policies and procedures that address:

- Appearance of impropriety
- Referrals to Executive Committee of ethics findings

# LA Metro - Employee Code of Conduct

**5-15-030 Business Conduct.** MTA Employees shall conduct the MTA's business in compliance with the law, this chapter, MTA policies, and good judgment based on the MTA's values and goals. MTA employees shall avoid speech or behavior that is likely to create an appearance of impropriety.

# LAUSD - Employee Code of Ethics

- B. **District and Personal Integrity.** To maintain our integrity, we are committed to making decisions in the best interests of the District. We will avoid conflicts of interest and the appearance of impropriety.
8. **Avoid conflicts of interest and improper outside income.** A conflict of interest can exist anytime our position or decisions provide us a financial benefit or improper advantage. We are permitted to receive outside income as long as it does not create a conflict with our District work. *We are committed to declining outside income that might be perceived as inconsistent, incompatible or in conflict with our official duties. We will not make decisions or use our position for personal benefit or to gain an improper advantage.*

# Edison International - Employee Code of Conduct

## **CONFLICT OF INTEREST:**

A conflict of interest occurs when someone's personal interests, activities or relationships compromise or interfere with Edison's interests. Basically, a conflict occurs when an individual's loyalty or duty to act in the best interest of the company is divided by a personal interest.

It's not just actual conflicts that are a concern—even the appearance of a conflict can pose a problem.

