

ESSEX COUNTY BOARD OF ELECTIONS
CODE OF ETHICS

Chapter 182 of the Laws of 1971 (N.J.S.A. 52:13D-12 et seq.) known as the "New Jersey Conflicts of Interest Law," contained the following legislative finding: "To ensure propriety and preserve public confidence, persons serving in government should have the benefit of specific standards to guide their conduct and of some disciplinary mechanism to ensure the uniform maintenance of those standards amongst them."

Section 12 of that Act (N.J.S.A. 52:13D-23) further provides that the head of each State agency shall promulgate a code of ethics to govern and guide the conduct of officers and employees of that agency. Pursuant to Section 12, I therefore, set forth the following rules and regulations to govern and guide the conduct of officers and employees in the County Boards of Elections.

1. No officer or employee shall have any interest, financial or otherwise, direct or indirect, or engage in any business or transaction or professional activity, which is in substantial conflict with the proper discharge of his or her duties in the public interest.
2. No officer or employee shall engage in any particular business, profession, trade or occupation which is subject to licensing or regulation by a specific agency of State Government without promptly filing notice of such activity with the Chairman or Secretary of the County Board of Elections.

NOTE: This paragraph shall not be deemed to require notice of a motor vehicle license issued for non-commercial purposes.

3. No officer or employee shall use or attempt to use his or her official position to secure unwarranted privileges or advantages for himself or herself or for others.
4. No officer or employee shall act in his or her official capacity in any matter wherein he or she has a direct or indirect personal financial interest that might reasonably be expected to impair his or her objectivity or independence of judgment.
5. No officer or employee shall undertake any employment or service, whether compensated or not, which might reasonably be expected to impair his or her objectivity and independence of judgment in the exercise of his or her official duties.
6. No officer or employee shall accept any gift, favor, service or other thing of value under circumstances from which it might be reasonably inferred: that such a gift, service or other thing of value was given or offered for the purpose of influencing him or her in the discharge of his or her official duties.
7. No officer or employee shall knowingly act in any way that might reasonably be expected to create an impression or suspicion among the public having knowledge of his or her acts that

he or she may be engaged in conduct violative of his or her trust as a State officer or employee.

8. No officer or employee shall use or appear to use information obtained in the performance of his or her duties and not available to the public for personal gain, direct or indirect.

Violations of this Code of Ethics shall be cause for removal, suspension, demotion or other disciplinary action by the Essex County Board of Elections. However, no action for removal or discipline shall be taken except upon the referral or approval of the Executive Commission on Ethical Standards.

We hereby declare that the rules and regulations set forth are intended to be supplementary to all standards provided in Chapter 182 of the Laws of 1971 and further that this Code, upon becoming effective pursuant to Section 12 of Chapter 182 of the Laws of 1971 (N.J.S.A. 52:13D-23) shall supersede all previously adopted Codes of Ethics of the County Boards of Elections.

May E. Maher, Chairman
Anne M. Sager, Secretary
Anthony G. Cataldo, Member
Anthony Couzzi, Member

Dated at the Offices of the Essex County
Board of Elections this 5th day of October,
1978