RESOLUTION

TOWN OF WAYNE
CODE OF ETHICS

Adopted May 29, 2007

Be it Resolved by the Wayne Board of Selectmen, that:

Appointees of the various boards of the Town of Wayne serve as representatives of the local government. They must perform their duties to the same standards as is required of the permanent full and part time municipal employees. This policy is designed to ensure that members of the public are treated with civility, without prejudice or bias and without impairment by all representatives of the local government.

To that end, the following policy has been developed to govern their behaviors in their capacity as members of the various boards, to include the following: Board of Selectmen, Budget Committee, Planning Board, Board of Appeals, as well as any other appointees or short term groups, such as Comprehensive Planning, Land Use Ordinance Committee, Cemetery Committee, Charter Commission, Recreation Committee, Recycling Committee or any other committees that may be instituted in the future.

1) All board members will behave with civility at all times while operating in their official capacity. They will refrain from use of foul or offensive language, personal verbal or physical attacks, or angrily addressing a member of the public. It is perfectly acceptable for a board member to excuse him or herself from their duties if being verbally threatened or attacked, but responding in-kind once so attacked is not permissible.

2) They will refrain from the use of any and all drugs or alcohol before or during the performance of their official duties. Evidence of such use of drugs or alcohol, such as overly argumentative behavior, staggering, slurred speech, and the like may be grounds for them to be asked to leave a meeting of their board, and can lead to being removed from their appointment.

3) All members of the various boards will act without bias toward any individual or issue. Members should always base their decisions solely on the facts of the case, not personal history with the individual or issue, nor taking into account, age, race, religion, sexual orientation, or other protected domains of the Title VII Civil Rights Act. It is acceptable to recuse oneself if they believe they will be unable to act without prejudice in a matter before their board. Members must also recuse themselves if they have any form of financial stake in a matter before their board, as that too could be interpreted as creating a biased atmosphere. Board or committee members will excuse themselves from voting if there is a conflict of interest, or appearance of one, and/or if they feel they are unable to make a fair and unbiased

decision. Any question of whether a member shall be disqualified from voting on a particular matter shall be decided by a majority vote of the members except the member who is being challenged.

Chair people of the various boards should review this policy no less than annually with their members, and to utilize this policy during meetings if a person's behavior seems to be in violation of 1) lack of civility 2) impairment by drugs or alcohol, or 3) appearance of bias or prejudice in their decision-making. Board and Committee members are to sign a notice annually stating that they have reviewed this policy and will abide by it. Chair people must report all such violations of this policy to the Town Manager.

Witness to All: _____
Greg Davis, Town Manager

_____
Gary Kenny, Chairman

_____
Stephanie Haines, Vice Chairman

_____
Carroll Paradis

_____
James Thompson

_____
David Criss

This is a true and attested copy of a resolve adopted by vote of the Town of Wayne Board of Selectmen at a regular meeting held on May 29, 2007, at 7:00 p.m. at which time five members of the Board of Selectmen were present and voting.

A true copy, attest: _____
Town Clerk or ~~Deputy~~