

OFFICE OF THE CONNECTICUT STATE TREASURER

Ethical Conduct Policy

The Office of the Treasurer and each employee thereof is charged with the responsibility of safeguarding all funds within the control, care and management of the State Treasurer. To meet the obligation to provide a secure environment for the effective management of Treasury duties, each Treasury employee shall:

- A. Comply in every aspect with the Code of Ethics for Public Officials (Conn. Gen. Stat. § 1-79 et seq.):
- B. Exhibit and maintain high standards of integrity and professional conduct;
- C. Respect and comply with all laws, rules and regulations governing the functions and services of the Office of the Treasurer and conduct themselves at all times in a manner which promotes public confidence in the integrity and impartiality of the Office of the Treasurer;
- D. Act in the best interest of the Office of the Treasurer and the State of Connecticut, without influence of personal or partisan interests, public clamor or fear of criticism;
- E. Act in a professional, patient, dignified and courteous manner to all persons with whom such employees deal in their official capacities;
- F. Preserve the confidentiality, fairness and integrity of all decision-making processes;
- G. Avoid all appearances of impropriety in job performance, including, without limitation:
 - a. Disclose any and all conflicts of interest (or potential conflicts of interests) as soon as such conflicts (or potential conflicts) are identified. Such disclosure should be made to the employee's supervisor and to the General Counsel, each of whom is responsible for reporting to the Treasurer.
 - b. As appropriate, recuse oneself from the decision-making process whenever a conflict is identified.
 - c. Avoid showing, through word or deed, any preferential treatment or attitude to any person, group or other entity in the performance of official duties.
- H. As appropriate, routinely review and consider the Office of the Treasurer Blackout List when communicating with existing and/or prospective business and investment partners; and
- I. As appropriate, routinely review and consider the Office of the Treasurer Engagement List when communicating with existing and/or prospective business and investment partners OR making recommendations to the Treasurer.