



CODE OF ETHICS

WRITTEN DIRECTIVE:	1.14
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I. Purpose

The purpose of this Written Directive is to establish a Code of Ethics for all members of the University of Maryland, Baltimore Police Force (UMBPF).

II. Policy

It is the policy of the UMBPF for all employees to adhere to the Code of Ethics as established herein.

III. Code of Ethics

A Maryland Public Ethics Law

The State Government Article of the Annotated Code of Maryland, Title 15, Subtitle 5, applies to all state employees.

B Code of Ethics

1. An employee, in his or her State employment capacity, may not participate in a matter in which certain relatives or entities have an interest. Interest is defined to mean any legal or equitable economic interest however owned.
2. An employee may not participate in a matter involving a business entity in which he or she or certain relatives may have employment, prospective employment, contractual or creditor relationships.
3. An employee may not have financial interests in or be employed by an entity subject to the authority of the agency with which he or she is affiliated. Employment includes being a member of a private board of directors having a relationship with the employee's agency, even if there is no compensation paid to the employee for participation on the board of directors.
4. An employee may not have a financial interest in, or be employed by, an entity having or negotiating a contract with the agency with which the employee is affiliated. Employment includes membership on a private board of directors having such a relationship, even if there is no compensation for membership on the board of directors.

5. An employee may not hold any secondary employment relationship that would impair the employee's impartiality and independence on the board of directors.
6. An employee may not intentionally use the prestige of their office for his or her own private gain or that of another.
7. An employee whose duties include matters substantially relating to the subject matter of any contract with the State, while a State employee may not become an employee of the party contracting with the State.
8. An employee may not assist or represent any party for contingent compensation in any matter involving any State agency except in a Judicial or quasi-Judicial proceeding. An employee of the judicial branch may not represent any party before a court or agency of the judicial branch.
9. A former State employee may not assist or represent anyone for compensation other than the State in a case, contract, or other specific matter involving the State if that matter is one in which the employee significantly participated as a State employee.
10. A State employee may not solicit gifts and may not knowingly accept gifts directly or indirectly from any person whom the State employee knows or has reason to know:
 - a. Is doing or seeking to do business of any kind with the employee's agency;
 - b. Is engaged in activities that are regulated or controlled by the employee's agency;
 - c. Has financial interests that may be substantially affected in a specific way by the employee; and
 - d. Is a lobbyist with respect to the matters within the employee's functional jurisdiction.
11. A State employee may not disclose or use for the employee's own economic benefit, or that of another, confidential information acquired by reason of the employee's public position.
12. Persons or entities that assist the State in the preparation of procurement specifications may not be employed by or assist a bidder in that procurement.

C. Ethics Training Required

Biennial training on ethics will be required for all employees.

Written Directive System Impact

Upon approval and publication, this edition of WD 1.1 supersedes all previous editions.

Alice K. Cary, MS
Chief of Police for Police and Public Safety

CALEA Standard (s): 1.1.2