

## **CODE OF ETHICS AND CONDUCT FOR THE MONTARA WATER AND SANITARY DISTRICT**

**Adopted on May 6, 2021 by the Board of Directors of the Montara Water and Sanitary  
District, Resolution No. 1761**

- a) I positively convey the District's care for and commitment to its citizens.
  - b) I communicate in various ways, that I am approachable, open-minded, and willing to participate in dialog.
  - c) I engage in effective two-way communication, by listening carefully, asking questions, and determining an appropriate response which adds value to conversations.
12. As a representative of the Montara Water and Sanitary District, I will be collaborative. In practice, this value looks like:
- a) I act in a cooperative manner with groups and other individuals, working together in a spirit of tolerance and understanding.
  - b) I work towards consensus building and gain value from diverse opinions.
  - c) I accomplish the goals and responsibilities of my individual position, while respecting my role as a member of a team.
  - d) I consider the broader regional and state-wide implications of the District's decisions and issues.
13. As a representative of the Montara Water and Sanitary District, I will be progressive. In practice, this value looks like:
- a) I exhibit a proactive, innovative approach to setting goals and conducting the District's business.
  - b) I display a style that maintains consistent standards; but is also sensitive to the need for compromise, "thinking outside the box" and improving existing paradigms when necessary.
  - c) I promote intelligent and thoughtful innovation in order to forward the District's policy agenda and District services.
14. Enforcement:
- Any Official found to be in violation of this Code may be subject to Censure by the District Board. Any member of any advisory Committee found in violation may be subject to dismissal from the Committee. In the case of an employee, appropriate action shall be taken by the General Manager or by an authorized designee.