

ARTICLE II POLICY 6 | COMMISSIONER'S CODE OF CONDUCT

The Commissioners commit themselves to ethical, professional, lawful, and respectful conduct, including proper use of authority and appropriate decorum when acting as Commissioners.

1. Commissioners must not be conflicted by loyalties to any staff, other private and public organizations, or personal interests.
2. Commissioners must have a personal commitment to civil rights and uphold the mission of the Commission, the meaning and intent of the Florida Civil Rights Act, other pertinent state statutes, administrative rules, and federal law.
3. Commissioners will adhere strictly to the provisions of Florida's Sunshine Laws and will refrain from discussing any issue, without proper meeting notice and allowance for open discussion, upon which they may potentially have to vote.
4. Commissioners must avoid conflicts of interest with respect to their fiduciary responsibilities.
 - a. Commissioners will annually complete a State of Florida financial disclosure statement.
 - b. All Commissioners present at a meeting must vote unless a conflict of interest, or the appearance of a conflict of interest is disclosed on the record; a Commissioner may abstain from voting if the abstention is to assure a fair proceeding free from potential bias or prejudice. Should a Commissioner choose to vote after disclosing a conflict, paperwork may need to be completed at the direction of the Chief Legal Counsel.
 - c. Commissioners will not use their Commission position to obtain FCHR employment and/or contracts for themselves, family members, or close business associates. Should a Commissioner wish to apply for such employment or contracts, he or she must first resign his or her position as Commissioner.
5. Commissioners who qualify to run for public office must resign from the Commission in accordance with Florida Statutes. Commissioners shall not attempt to exercise individual authority over other Commissioners, the Executive



Director, or any of the staff unless specifically authorized by the Commission.

6. Commissioners' interaction with the public, press, or any other entities must recognize the inability of any Commissioner to speak on behalf of the Commission except to repeat explicitly stated Commission decisions and in furtherance of the FCHR's mission.

7. Commissioners will be properly prepared for deliberations and discussions at scheduled meetings.

8. Commissioners shall not plan events in the name of the Commission or use the name, logo, letterhead, tangible property, or any other item of the FCHR, unless approved by the Executive Director.

9. Commissioners shall timely review and return all paperwork related to case deliberations.

History. – (New 11/06. Revised 9/14. Revised 1/22. Updated 4/23)

