FAIRFAX COUNTY
ELECTION OFFICER CODE OF CONDUCT

As a representative of the Office of Elections, you share the responsibility to conduct our elections at the highest possible standard. All election officers must fulfill the following expectations whenever engaging in official election officer duties.

Exhibit Professionalism

- Honor your commitment. Cancellations made within less than a month of an election lead to significant disruptions to the election process.
- Honor position and precinct assignments issued by the Office of Elections.
- Arrive on time, work the full shift of service, and take reasonable breaks while remaining on the polling place premises the entire time until dismissed by the Chief.
- Dress in business casual attire. Do not wear any political apparel (e.g. stickers, buttons, or slogans).
- Avoid any discussions and comments that are political or overly personal in nature.
- Do not bring prohibited items, including political materials and weapons.
- Be present. Do not conduct outside business while serving as an election officer.
- Do not use personal devices (e.g. cell phones, e-readers, tablets, laptops) for non-election purposes when voters are present or that interferes with election officer duties.

Show Respect

- Exercise impartiality when serving voters, regardless of backgrounds, beliefs, abilities, or affiliations.
- Treat all individuals (including voters, staff, observers, and fellow officers) with courtesy and civility.
- Respect others' personal boundaries.

Create a Positive Voting Experience

- Uphold every voter's right to cast a secret ballot without fear or intimidation.
- Be transparent when performing all duties and avoid any appearance of impropriety.

Work Effectively

- Perform all required tasks and duties as assigned by the Chief, as well as timely completion of and attendance at required training and other election-related tasks.
- Follow all election procedures and policies established by the Fairfax County Office of Elections, Virginia Department of Elections, Code of Virginia, and other applicable laws and regulations.
- Collaborate with fellow officers to conduct all election operations efficiently and accurately.

Adherence to this Code of Conduct ensures that our election officers will represent Fairfax County with respect, diligence, and professionalism. We thank you for playing an integral role in the success of our democratic process.

☐ I understand that failure to follow the guidelines outlined in the Code of Conduct above may impact future assignments with the Office of Elections.

☐ I will notify the Office of Elections as soon as possible regarding any failure to adhere to the Code of Conduct.

☐ **I understand that cancellations and other patterns of unreliability may impact future assignments with the Office of Elections, up to removal from assignment eligibility.**

Printed Name	Signature	Date Signed

Adopted 02/29/2024, Readopted 06/11/2026

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