



The **Fairfax County Code of Ethics** defines a foundation of behavior for all employees of Fairfax County. This official guidance establishes an ethical framework for all employee actions. The term "employees" as used here includes all personnel, volunteers and all elected and appointed officials working on behalf of Fairfax County.

The code is intended to inspire a superior level of conduct, sensitivity, and sound judgment for all employees and to complement, not replace all professional codes of ethics. Employees should be aware of and abide by their respective professional values and requirements.

All employees must perform their designated function in a manner that reflects the highest standards of ethical behavior. All employees are obligated to respect, honor and uphold the Constitution, laws and legal regulations, policies and procedures of the United States, the Commonwealth of Virginia, and the County of Fairfax.

The code of ethics is supported by six core principles that form the ethical foundation of the organization: Honesty, Public Service, Respect, Responsibility, Stewardship and Trust.

I. Honesty: Be truthful in all endeavors; be honest and forthright with each other and the general public.

II. Public Service: Ensure all actions taken and decisions made are in the best interest of the general public.

III. Respect: Treat all individuals with dignity; be fair and impartial; affirm the value of diversity in the workplace and in Fairfax County; appreciate the uniqueness of each individual; create a work environment that enables all individuals to perform to the best of their abilities.

IV. Responsibility: Take responsibility for actions; work a full day; conduct all workplace actions with impartiality and fairness; report concerns in the workplace, including violations of laws, policies and procedures; seek clarification when in doubt; ensure that all decisions are unbiased.

V. Stewardship: Exercise financial discipline with assets and resources; make accurate, clear and timely disclosures to the public; maintain accurate and complete records; demonstrate commitment to protecting entrusted resources.

VI. Trust: Build regard for one another through teamwork and open communication; develop confidence with the public by fulfilling commitments and delivering on promises.

For ethics questions and reporting ethical violations call the **Ethics Help Line (703-787-3167)**.
