



Code of Ethics

As the Virginia Department of Emergency Management leads the effort to protect Virginia from the impacts of emergencies and disasters, VDEM employees will hold these principles in mind during the course of their duties. These principles are built upon VDEM agency values.

By adopting this Code of Ethics, VDEM demonstrates to employees, public and private partners, and, above all others, the people of the Commonwealth that we have carefully considered ethical standards and will apply them in everything we do.

PEOPLE

We value individuals first in all that we do. We will:

- Inspire public confidence and trust in public service through demonstrated compliance with this code of ethics and with all agency policies.
- Exhibit compassion, fairness, and benevolence toward all people.
- Adhere to the Virginia Standards of Conduct for Employees (DHRM Policy 1.60) and any professional associations' or organizations' standards with which we may individually be affiliated.

PROFESSIONALISM

We value integrity, accountability, and dependability in fulfilling our mission. We will:

- Strive for excellence and promote professional growth by maintaining and enhancing professional knowledge.
- Assist citizens, local governments and nonprofit and private organizations when they deal with state government.
- Oppose all forms of discrimination or harassment in accordance with VDEM policy.
- Show prudence and integrity in managing the agency's resources and taxpayers' dollars.
- Act with dignity and maintain non-partisanship in our professional dealings.

RESPECT

We value open, honest, and forthright conduct among employees, partners, and customers. We will:

- Respect superiors, subordinates, colleagues, and the public.
- Ensure that everyone receives credit for their contributions.

PARTNERING

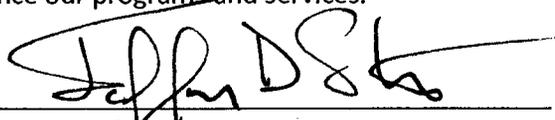
We value teamwork and alliances in protecting Virginia from the impacts of emergencies and disasters. We will:

- Act with integrity in all relationships.
- Cooperate with and assist all government and private entities and communities to promote the greater good of the Commonwealth.

INNOVATION AND CREATIVITY

We value progressive thinking and seek constantly to improve the way we do business. We will:

- Review, critique, and develop new procedures to accomplish goals and objectives.
- Seek constant procedural improvement through analysis of similar organizations.
- Explore new technologies to enhance our programs and services.


State Coordinator for Emergency Management



I have received and read the Virginia Department of Emergency Management Code of Ethics.

PRINT NAME

SIGNATURE

DATE