



League Partner Code of Ethics

PREAMBLE

The League Partner program is made up of a diverse group of entities including companies, non-profits, associations, labor and business groups and tribal organizations. League Partners are not members of the League of California Cities (Cal Cities), but rather they pay an annual fee to participate in Cal Cities events and programming throughout the state. Cal Cities programming is varied and engages a variety of audiences within the Cal Cities membership. With the professional engagement involved of the various organizations, Cal Cities asks its Partner representatives to conduct themselves at all times with integrity in accordance with the Cal Cities values and the values set out in the following code of conduct.

LEAGUE PARTNER PROGRAM MISSION

The League Partner program fosters collaboration between businesses, organizations, and cities to further the priorities of cities in California.

LEAGUE PARTNER PROGRAM GOALS

- Bring League Partner resources to support Cal Cities strategic priorities and achieving its objectives
- Sponsor and promote the following programs:
 - Cities for Workforce Health
 - Helen Putnam Awards
 - Educational Sessions
 - Networking Events
- Participate in Cal Cities policy process bringing a variety of voices to the discussion.

CODE OF ETHICS

- **Integrity**
 - Partners must act at all times in an ethical and honorable manner as a representative of the League Partner program.
 - Partners should aspire to support cities and the concept of local control through their participation in the program.
- **Harassment, Discrimination, and Bullying**
 - Partners should not discriminate against anyone for any reason with regards to race, color, religion, national origin, sex (including pregnancy and gender identity, as applicable), sexual orientation, age, genetic information, or disability.
 - Partners should not use the power of their position within the organization to bully or harass any city official or Cal Cities staff member.
- **Drugs and Alcohol**
 - Alcohol may be served at Cal Cities networking events and receptions. Partners should use good judgment and never drink in a way that leads to impaired performance or inappropriate behavior, endangers the safety of event participants, or violates the law.

- The possession or use of illegal drugs at Cal Cities events, in Cal Cities offices or at sponsored events are strictly prohibited.
- **Avoid Conflicts of Interest**
 - If at any time a League Partner finds themselves in a decision-making position within the Partner program leadership or as an advisor to Cal Cities committees or working groups related to any issue that that creates a conflict of interest with their professional position, they should recuse themselves.
- **Gifts, Entertainment, and Other Business Courtesies**
 - Partners should educate themselves with respect to federal, state and local gifting and ethics laws related to local government officials.
 - When hosting private events, Partners should provide appropriate reporting information so elected city officials may report any reportable gifts as required by law.