

SUPREME COURT OF THE STATE OF COLORADO

Office of the Chief Justice

COLORADO JUDICIAL BRANCH CODE OF CONDUCT

The following code of conduct applies to employees of the Colorado Judicial Branch. Judges are subject to the Colorado Code of Judicial Conduct, while-Magistrates are subject to both this code of conduct and to the Colorado Code of Judicial Conduct.

In addition to this code, employees should be aware that some activities are governed by various sections of the Colorado Revised Statutes, including but not limited to 18-8-302 (bribery), 18-8-303 (compensation for past official behavior), 18-8-304 (soliciting compensation), 18-8-305 (trading in public office), 18-8-307 (designation of supplier), 18-8-308 (conflict of interest), and 18-8-402 (misuse of official information).

Purpose

It is essential to the proper functioning of the State that all employees of the judicial branch observe high standards of conduct in order to maintain public confidence in the integrity and independence of the judicial system. Judicial branch employees must discharge their duties in a manner that creates confidence that the judicial system is fair and impartial; that court decisions, rules, and policies are made through established procedures; and that judicial branch employees will not misuse their positions to obtain unauthorized benefits. Employees must avoid not only impropriety, but the appearance of impropriety. This code of conduct is adopted to achieve these purposes.

Confidential Information

Employees shall not:

Disclose or use confidential information acquired during the performance of job duties for any purpose not connected with official duties;

Comment publicly or express personal opinions about a case or matter before the court to any person not an employee of the judicial branch except in the performance of official duties.

Conflicts of Interest

The employee shall not:

Solicit or accept any fee, compensation, gift, payment of expenses, or any other thing of monetary value under circumstances in which the acceptance may or may appear to improperly influence job performance.

Use authority or influence to secure anything of value for private gain.

Use state time, property, equipment or resources for private gain.

Avoid impropriety or any activity that gives the appearance of impropriety.

Behave in a manner that promotes public confidence in the integrity and impartiality of the judicial system;

Respect and comply with the law and avoid engaging in any act that may be detrimental to the prestige of the court;

Demonstrate the highest standards of personal integrity, truthfulness, and honesty;

Perform all duties without favoritism and without improper influence by family, social or other relationships;

Serve the public with respect, concern, courtesy and responsiveness;

Conduct in the Performance of Duties:

Employees shall:

Engage in any activity or business, which creates a conflict of interest or has an adverse effect on the confidence of the public in the integrity of the judicial system.

Attempt to influence an official decision of the judicial branch from which the employee, a family member, or a business or organization with which the employee is associated may derive a benefit

Obtain a contract in which the employee, a member of the employee's family, or a business, organization, or person with which the employee is associated has an interest.

Avoid any activity out would appear to lend the prestige of the court to advance the private interests of the employee or others.

Sanctions:

An employee who violates this code of conduct shall be subject to discipline pursuant to the Colorado Judicial System Personnel Rules, or pursuant to the contract of employment, as appropriate.

Original signature of Chief Justice Louis D Rovira, October 12, 1994 enacting this policy can be obtained from the Division of Human Resources at the State Court Administrator's Office