

Code of Ethics/Standards of Practice	Policy Number	1.2.1
	Effective Date	September 19, 2012

1.0 POLICY & PURPOSE

- A. The Board of Trustees of Laramie County Community College will govern lawfully with an emphasis on:
 - 1) Outward vision rather than internal operations
 - 2) Encouragement of diversity in viewpoints
 - 3) Strategic leadership rather than administrative detail
 - 4) Clear distinction of Board and President roles
 - 5) Collective rather than individual decisions
 - 6) Future rather than past or present
 - 7) Proactively rather than reactivity

- B. The Board will cultivate a sense of group responsibility. The Board will be responsible for excellence in governing. The Board will not use the expertise of individual members to substitute for the judgment of the Board, although the expertise of individual members may be used to enhance the understanding of the Board as a body.

- C. The Board’s major focus will be on the intended long-term impact outside the College organization, not on the administrative or programmatic means of attaining those effects.

- D. The Board will allow no officer, individual or committee of the Board to hinder or be an excuse for not fulfilling its commitments.

- E. The Board, in its hiring and other activities, will not discriminate on the basis of race, creed, national origin, religion, age, disability, political affiliation, sex, sexual orientation, or marital, parental or military status, nor will it allow such activities to occur within the College.

- F. The Board commits itself and its members to ethical, professional, and lawful conduct, including proper use of authority and appropriate decorum when acting as Board members.
 - 1) Board members must demonstrate loyalty to the interests of the ownership, unconflicted by loyalties to staff, other organizations, or any personal interests as consumers of the College’s services.
 - 2) Board members will serve without compensation, except for reimbursement for actual and necessary expense incurred in travel for Board education and development.
 - 3) Board members will not attempt to exercise individual authority over the organization.
 - a. Board members’ interaction with the President or with faculty and staff must recognize the lack of authority vested in individuals.
 - b. Board members’ interaction with public, media or other entities will recognize this limitation and Board members will not speak for the President or speak for the Board except to repeat explicitly stated Board positions.
 - c. Except for participation in Board deliberation about whether the President has achieved the requirements of the Board, the Board members will not publicly express individual judgment of performance of employees or the President.


- d. A Board member aware of credible information that suggests that a Board policy has been violated, by either the Board or the President, has an affirmative obligation to bring the concern to the Board’s agenda for monitoring.
- G. Board members will respect the confidentiality appropriate to issues of a sensitive nature and for issues discussed in a closed executive session of the Board.
- H. Board members will speak with one voice. Expression of individual thoughts, ideas and point of view is to be respected and encouraged as integral to the Board’s ability to forge its collective values. However, each Board member is to support the legitimacy and authority of the final determination of the Board on any matter, irrespective of the member’s personal position on the issue.

2.0 REVISION HISTORY

Adopted on: 9/19/12

3.0 PERSONS AFFECTED

Laramie County Community College Board of Trustees
 Laramie County Community College President

REQUIRED	NAME/SIGNATURE	DATE
Originator(s) (Name)	Brenda Lyttle, Trustee	9/5/12
Approval by College Council		N/A
Recommended by President (Signature)	N/A	N/A
Approval by Trustees (Signature)		9/19/12