

## MILWAUKEE COUNTY BOARD CODE OF CONDUCT

### **Purpose**

The Milwaukee County Board Code of Conduct ensures that all participants in county board and committee meetings—whether officials, staff, media, or members of the public—are treated with dignity, fairness, and courtesy, and that the conduct of meetings reflects the highest standards of public service.

The Code of Conduct also defines prohibited conduct for County Board Supervisors and establishes a fair and transparent process for receiving and resolving complaints. This Code of Conduct proposes proportionate sanctions with associated voting requirements in alignment with state law, County Board Rules, and existing ethics, harassment, and workplace policies.

### **Scope**

This Code of Conduct applies to all Milwaukee County Supervisors when acting in official capacity in at County Board and committee meetings and official proceedings. It also governs any conduct in the offices of the County Board or in any setting reasonably considered an extension of the workplace, including but not limited to communications via telephone, voicemail, text message, video conferencing, social media, and other online platforms.

### **I. Respect and Courtesy**

County Board Supervisors shall refrain from abusive conduct, personal charges, or verbal attacks upon the character or motives of County Board Supervisors; members of boards, commissions, or committees; Milwaukee County employees, interns, and other staff; and members of the public.

All individuals attending or participating in meetings are entitled to the highest level of respect and courtesy. Disrespectful, harassing, or insulting language or behavior is strictly prohibited.

### **II. Responsibilities of Chairpersons**

The presiding chairperson of a Committee or other body of the County Board is responsible for maintaining order and decorum. They must protect all participants from harassment, personal attacks, or inappropriate questioning. The chairperson has the authority to intervene when conduct violates this Code.

### **III. Conduct of Milwaukee County Board of Supervisors**

In alignment with and support of this Code of conduct, Milwaukee County Board of Supervisors must:

- **Maintain Professional Composure.** Avoid heated or emotional outbursts and conduct themselves in a manner that supports orderly proceedings.
- **Treat Others with Respect and Courtesy.** Use polite, respectful language and behavior toward all individuals.
- **Listen Actively and Respectfully.** Give attention to speakers, consider differing viewpoints, and engage in discussion in a respectful manner.
- **Allow Others to be Heard.** Permit others to speak without interruption and follow the direction regarding recognition and order.