

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**

The employee 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;

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;

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;

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.

### **Conduct in the Performance of Duties**

The employee shall:

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

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;

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

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

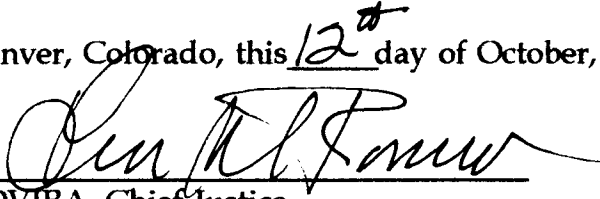
Avoid impropriety or any activity that gives the appearance of impropriety;

Avoid any activity that 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.

Done in Denver, Colorado, this 12<sup>th</sup> day of October, 1994.

A handwritten signature in black ink, appearing to read "Luis D. Rovira", written over a horizontal line.

LUIS D. ROVIRA, Chief Justice  
Colorado Supreme Court

## Colorado Judicial Branch Code of Conduct

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Name

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Date

I have received a copy of the Judicial Branch Code of Conduct on the date above. I understand that this receipt will become a part of my personnel file.

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Employee signature