



# The State of Maryland

## Executive Department

EXECUTIVE ORDER  
01.01.2023.01  
(Rescinds Executive Order 01.01.2015.08)

### Standards of Conduct for Executive Branch Employees

- WHEREAS, Those who enter public service in the State of Maryland do so as a public trust and have a duty to maintain the highest standards of integrity and honesty in Government service;
- WHEREAS, Public service requires employees to place loyalty to ethical principles and the laws and Constitution of the State of Maryland above personal or private gain;
- WHEREAS, The citizens of Maryland deserve a Government where State business is conducted truthfully and honestly, free of the existence or the perception of any corruption or misconduct;
- WHEREAS, Any unethical or criminal behavior on the part of any State employee or State contractor must be promptly reported to the appropriate authorities for investigation; and
- WHEREAS, All Maryland State employees, regardless of position or pay, and all State contractors should act in accordance with the letter and spirit of the laws and regulations of the State.
- NOW, THEREFORE, I, WES MOORE, GOVERNOR OF THE STATE OF MARYLAND, BY VIRTUE OF THE AUTHORITY VESTED IN ME BY THE CONSTITUTION AND LAWS OF MARYLAND, HEREBY RESCIND EXECUTIVE ORDER 01.01.2015.08 AND PROCLAIM MY FIRST EXECUTIVE ORDER, WHICH IS APPLICABLE TO MYSELF AND LIEUTENANT GOVERNOR ARUNA MILLER, AND IS EFFECTIVE IMMEDIATELY:

- A. Employees shall exhibit exemplary conduct and use honest efforts in the performance of their duties.
- B. An employee shall not, except as permitted by applicable law or regulation, solicit, or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by the employee's agency, or whose interests may be substantially affected by the performance or nonperformance of the employee's duties.
- C. Employees shall not hold financial interests that conflict with the conscientious performance of duty.
- D. Employees shall not knowingly make unauthorized commitments or promises of any kind purporting to bind the Government.
- E. Employees shall not engage in financial transactions using nonpublic Government information or allow the improper use of such information to further any private interest.
- F. Employees shall act impartially in all their affairs and shall not give preferential treatment to any private organization or individual.
- G. Employees shall protect and conserve State property and shall not use it for other than authorized activities.
- H. Employees shall not engage in outside employment or activities, including seeking or negotiating for employment, which conflict with official Government duties and responsibilities.
- I. Employees shall disclose waste, fraud, abuse, and corruption to the appropriate authorities.
- J. Employees shall satisfy in good faith their obligations as citizens, including all just financial obligations, including federal, State, or local taxes that are imposed by law.

- K. Consistent with all applicable laws, all employees shall be treated with dignity and respect and shall not be discriminated against on the basis of race, color, creed, religion, ancestry, national origin, sex, age, marital status, sexual orientation, gender identity or expression, disability, or genetic information.
- L. Employees shall endeavor to avoid any actions creating the appearance that they are violating applicable law or the ethical standards in applicable regulations.
- M. Employees shall conduct intra-agency and interagency relations with civility, collaboration, and cooperation. These same principals shall apply to interactions with officials and employees of the legislative and judicial branches.
- N. Upon leaving State service, executive branch employees shall be bound by the restrictions of the Annotated Code of Maryland, General Provisions §5-504, with respect to lobbying and other forms of representation.
- O. All departments and agencies of the State shall immediately refer to the Principal Counsel or the Assistant Attorney General of the department or agency or to the Deputy Attorney General with supervisory responsibility for the Attorney General's Criminal Investigations Division, any instance of possible criminal or unethical conduct by any employee or contractor of this State, for such action as the Office of the Attorney General deems appropriate. All departments and agencies shall also immediately advise the Chief Legal Counsel to the Governor of any such referrals.
- P. All departments and agencies shall require each employee to report to the Secretary or Director of such department or agency as to any arrest of an employee and as to each legal proceeding in which an employee is involved, as a party or otherwise, if the arrest or legal proceeding affects, or reflects on, the employee's job fitness or performance.
- Q. Consistent with all applicable substantive and procedural laws, violations of this Executive Order are grounds for employee disciplinary action, including termination from State employment.

GIVEN Under My Hand and the Great Seal of the State of Maryland, in the City of Annapolis, this 19th day of January, 2023.



Wes Moore  
Governor

ATTEST:

Susan Lee  
Acting Secretary of State