

### Comparison of ICMA and AICP Codes of Ethics

| ICMA Code of Ethics  | AICP Code of Ethics and Professional Conduct   |
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| <b>Tenant 1.</b> Be dedicated to the concepts of effective and democratic local government by responsible elected officials and believe that professional general management is essential to the achievement of this objective                                       | 1. We shall not deliberately or with reckless indifference fail to provide adequate, timely, clear and accurate information on planning issues. (5,9)  |
| <b>Tenant 2.</b> Affirm the dignity and worth of the services rendered by government and maintain a constructive, creative, and practical attitude toward local government affairs and a deep sense of social responsibility as a trusted public servant.            | 2. We shall not accept an assignment from a client or employer when the services to be performed involve conduct that we know to be illegal or in violation of these rules. (2,3,12)   |
| <b>Tenant 3.</b> Be dedicated to the highest ideals of honor and integrity in all public and personal relationships in order that the member may merit the respect and confidence of the elected officials, of other officials and employees, and of the public      | 3. We shall not accept an assignment from a client or employer to publicly advocate a position on a planning issue that is indistinguishably adverse to a position we publicly advocated for a previous client or employer within the past three years unless (1) we determine in good faith after consultation with other qualified professionals that our change in position will not cause present detriment to our previous client or employer, and (2) we make full written disclosure of the conflict to our current client or employer and receive written permission to proceed with the assignment. (3,4) |
| <b>Tenant 4.</b> Recognize that the chief function of local government at all times is to serve the best interests of all people.  | 4. We shall not, as salaried employees, undertake other employment in planning or a related profession, whether or not for pay, without having made full written disclosure to the employer who furnishes our salary and having received subsequent written permission to undertake additional employment, unless our employer has a written policy which expressly dispenses with a need to obtain such consent. (12)   |
| <b>Tenant 5.</b> Submit policy proposals to elected officials; provide them with facts and advice on matters of policy as a basis for making decisions and setting community goals; and uphold and implement local government policies adopted by elected officials. | 5. We shall not, as public officials or employees; accept from anyone other than our public employer any compensation, commission, rebate, or other advantage that may be perceived as related to our public office or employment. (12)  |
| <b>Tenant 6.</b> Recognize that elected representatives of the people are entitled to the credit for the establishment of local government policies; responsibility for policy execution rests with the members.   | 6. We shall not perform work on a project for a client or employer if, in addition to the agreed upon compensation from our client or employer, there is a possibility for direct personal or financial gain to us, our family members, or persons living in our household, unless our client or employer, after full written disclosure from us, consents in writing to the arrangement. (12)   |

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| <p><b>Tenant 7.</b>Refrain from all political activities which undermine public confidence in professional administrators. Refrain from participation in the election of the members of the employing legislative body.</p>   | <p>7. We shall not use to our personal advantage, nor that of a subsequent client or employer, information gained in a professional relationship that the client or employer has requested be held inviolate or that we should recognize as confidential because its disclosure could result in embarrassment or other detrimental to the client or employer. Nor shall we disclose such confidential information except when (1) required by process of law, or (2) required to prevent a clear violation of law, or (3) required to prevent a substantial injury to the public. Disclosure pursuant to (2) and (3) shall not be made until after we have verified the facts and issues involved and, when practicable, exhausted efforts to obtain reconsideration of the matter and have sought separate opinions on the issue from other qualified professionals employed by our client or employer. (3,12)</p> |
| <p><b>Tenant 8.</b>Make it a duty continually to improve the member’s professional ability and to develop the competence of associates in the use of management techniques.</p>   | <p>8. We shall not, as public officials or employees, engage in private communications with planning process participants if the discussions relate to a matter over which we have authority to make a binding, final determination if such private communications are prohibited by law or by agency rules, procedures, or custom. (3,9,10,12)</p>   |
| <p><b>Tenant 9.</b>Keep the community informed on local affairs; encourage communication between the citizens and all local government officers; emphasize friendly and courteous service to the public; and seek to improve the quality and image of public service.</p> | <p>9. We shall not engage in private discussions with decision makers in the planning process in any manner prohibited by law or be agency rules, procedures, or custom. (3,9,10,12)</p>  |
| <p><b>Tenant 10.</b>Resist any encroachment on professional responsibilities, believing the member should be free to carry out official duties without interference, and handle each problem without discrimination on the basis of principle and justice.</p>            | <p>10. We shall neither deliberately, nor with reckless indifference, misrepresent the qualifications, views and findings of other professionals. (2,3)</p>   |
| <p><b>Tenant 11.</b>Handle all matters of personnel on the basis of merit so that fairness and impartiality govern a member’s decisions, pertaining to appointments, pay adjustments, promotions, and discipline.</p>   | <p>11. We shall not solicit prospective clients or employment through use of false or misleading claims, harassment, or duress. (3,11)</p>  |
| <p><b>Tenant 12.</b>Seek no favor; believe that personal aggrandizement or profit secured by confidential information or misuse of public time is dishonest.</p>  | <p>12. We shall not misstate our education, experience, training, or any other facts, which are relevant to our professional qualifications. (3,4,11)</p>   |
|   | <p>13. We shall not sell, or offer to sell, services by stating or implying an ability to influence decisions by improper means. (3,4,5,9,12)</p>   |
|   | <p>14. We shall not use the power of any office to seek or obtain a special advantage that is not a matter of public knowledge or is not in the public interest. (3,4,7,12)</p>   |
|   | <p>15. We shall not accept work beyond our professional competence unless the client or employer understands and agrees that such work will be</p>  |

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|                     | performed by another professional competent to perform the work and acceptable to the client or employer. (3,10,11,12)   |
|                     | 16. We shall not work for a fee, or pro bono, that we know cannot be performed with the promptness required by the prospective client, or that is required by the circumstances of the assignment (3,10,11,12)   |
|                     | 17. We shall not use the product of others' efforts to seek professional recognition or acclaim intended for producers of original work. (12)  |
|                     | 18. We shall not direct or coerce other professionals to make analyses or reach findings not supported by available evidence. (5,7,10)   |
|                     | 19. We shall not fail to disclose the interests of our client or employer when participating in the planning process. Nor shall we participate in an effort to conceal the true interests of our client or employer. (3,4,6,7)   |
|                     | 20. We shall not unlawfully discriminate against another person. (2,3,4,6,11)  |
|                     | 21. We shall not withhold cooperation or information from the AICP Ethics Officer or the AICP Ethics Committee if a charge of ethical misconduct has been filed against us. (3)  |
|                     | 22. We shall not retaliate or threaten retaliation against a person who has filed a charge of ethical misconduct against us or another planner, or who is cooperating in the Ethics Officer's investigation of an ethics charge. (3)   |
|                     | 23. We shall not use the threat of filing an ethics charge in order to gain, or attempt to gain, an advantage in dealings with another planner. (3)  |
|                     | 24. We shall not file a frivolous charge of ethical misconduct against another planner. (3)  |
|                     | 25. We shall neither deliberately, nor with reckless indifference, commit any unlawful act, whether or not specified in the Rules of Conduct, that reflects adversely on our professional fitness. (1,2,3,4,7,11,12)   |
|                     | 26. We shall not fail to immediately notify the Ethics Officer by both receipted Certified and Regular First Class Mail if we are convicted of a "serious crime" as defined in Section D of the Code; nor immediately following such conviction shall we represent ourselves as Certified Planners or Members of AICP until our membership is reinstated by the AICP Ethics Committee pursuant to the procedures in Section D of the Code. (3) |