



# Ethical Behavior

## Table of Contents

Revision Table .....	2
I. Policy .....	2
III. Ethical Conduct.....	2
Gifts .....	3
Business Conflicts .....	3
Protected Information .....	3
IV. Reporting Fraud, Waste, and Abuse .....	3
V. Personal Use of Entity Assets .....	4
Ethical Behavior Pledge Form.....	5

## Policy 04- Ethical Behavior

### Revision Table

Version	Effective Date	Summary of Revisions
1.1	10/14/2025	Adopted by Board

### I. Policy

This policy applies to Utah Fairpark Area Investment and Restoration District (UFAIR) Board members and employees. The purpose of the policy is to ensure ethical, businesslike, and lawful conduct, and avoiding even the appearance of impropriety to ensure and maintain public confidence UFAIR. Board members and employees are expected to abide by the highest ethical standards. Board members and officers are expected to annually prepare a written conflict of interest disclosure statement and ethical behavior pledge.

### II. Conflicts of Interest

In accordance with Utah Code 11-70-304, a board member or an employee of the fairpark district and their families may not receive a direct financial benefit from development within the fairpark district boundary. Prohibited activity includes owning real property, other than a personal residence, with the district. Also prohibited is when the individual, or a family member of the individual, is directly affiliated with a company that the individual reasonably believes is likely to participate in or receive a direct financial benefit from the development of land within the district.

### III. Ethical Conduct

UFAIR board members and staff are expected to maintain the highest ethical standards in carrying out their duties. As part of this commitment, they are required to annually complete the Ethical Pledge form that is part of this policy. In addition, this policy addresses expectations related to gifts, business conflicts, and the handling of protected information to ensure that all organizational activities are conducted with integrity and transparency

## **Policy 04- Ethical Behavior**

### **Gifts**

Board members and employees of UFAIR are subject to Utah Code 67-16, Utah Public Officers' and Employees' Ethics Act. Among other provisions, this prohibits board members and employees from seeking or accepting any gift of substantial value if it could improperly influence a reasonable person to depart from the faithful and impartial discharge of their public duties, is known to be a reward for official action taken, or is given by a donor in connection with governmental action in which the board member or employee has been or may be involved.

### **Business Conflicts**

In addition to prohibitions against receiving direct financial benefit from development within the fairpark district boundary, UFAIR board members and employees must not have personal investments in any business entity which will create a substantial conflict between the public officer's or public employee's private interests and the public officer's or public employee's public duties. Any potential transactions that could involve a business with which a board member or employee is associated with should be disclosed as outlined in Utah Code 67-16-8. Furthermore, board members and employees may not attempt to use their official position to further their personal economic interest or secure special privileges or exemptions. Other employment of a board member or employee must not impair independence of judgment or ethical performance.

### **Protected Information**

Board members and employees shall not improperly disclose or use controlled, private, or protected information acquired from UFAIR.

## **IV. Reporting Fraud, Waste, and Abuse**

Board members, employees, and stakeholders are responsible for safeguarding the integrity of the organization. Suspected fraud, waste, or abuse should be promptly reported. Reports may be made to the board chair, executive director, or to the Utah Office of the State Auditor's Fraud Hotline at [auditor.utah.gov/hotline/](http://auditor.utah.gov/hotline/). Reports may be made in good faith without fear of

## **Policy 04- Ethical Behavior**

retaliation. The organization will investigate all credible allegations and take appropriate corrective or disciplinary action as necessary.

### **V. Personal Use of Entity Assets**

UFAIR assets should be used for official business. While de-minimums use of such assets is allowed, assets should not be used for personal for-profit business, religious or political activities, or for personal financial benefit outside of employment. Offensive, harassing, discriminatory, or illegal activities are also prohibited. Personal use of software and applications which disrupts or distracts due to volume, timing, or frequency is considered an unacceptable use of resources.

## Policy 04- Ethical Behavior

# Ethical Behavior Pledge Form

I, \_\_\_\_\_ am the duly appointed  
\_\_\_\_\_ of Utah Fairpark Area Investment and Restoration  
(UFAIR) District.

I pledge to act with honesty, integrity, and fairness in all my duties, to comply with laws and policies, to uphold the highest ethical standards in service to the public, and to avoid real or perceived conflicts of interest. I further pledge to adhere to the Ethical Behavior Policy as approved by the UFAIR board. These topics include but are not limited to: improper use of official position, accepting gifts or loans, disclosing privileged information, retaining a financial or beneficial interest in a transaction, misuse of public resources or property, and outside employment. Additionally, I pledge to disclose all conflicts of interest on the conflict of interest disclosure form. I understand that state statute provides for penalties for violations of specific unethical behavior.

DATED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 20\_\_\_\_

By: \_\_\_\_\_

Title/Office: \_\_\_\_\_