

ETHICS CENTRAL

Office Of Internal Audit and Ethics

To Promote Ethical Awareness, the Office of Internal Audit & Ethics sends out a Quarterly Newsletter. In this edition, we highlight Ethics Awareness Month.

MARCH IS ETHICS AWARENESS MONTH

During this month, the month of expectations, we encourage you to take the time to evaluate and elevate your ethics. Let's start by defining ethics and why a code of ethics is important.

eth-ics ['eTHiks]

moral principles that govern a person's behavior or the conducting of an activity

Oxford Languages

According to former Supreme Court Justice, Potter Stewart, "Ethics is knowing the difference between what you have a right to do and what is right to do".



To govern ethical behavior in the workplace many organizations adopt a Code of Ethics or a Code of Conduct. A Code of Ethics sets the values the organization wishes to foster in leaders and employees and, in doing so, defines desired behavior. Regardless if an organization is legally mandated to have a Code of Ethics, every organization should have one.

Ethics and Compliance Initiative

Below are the sources of a Code of Ethics for Tribal Officials and a Code of Conduct for Tribal employees.

CHEROKEE CODE 117-45

In 2016, the Tribal Council enacted the Standards of Ethical Conduct for Tribal Officials. The Code of Ethics provides a mechanism whereby the Tribe may hold Tribal Officials accountable for their conduct in performing the duties and responsibilities of their Tribal offices. An administrative fine and other corrective action can be imposed on Tribal Officials who do not uphold the standards.

PERSONNEL POLICY SECTION 6

The Tribe's personnel policy sets forth the expectations for employee conduct. Employees are expected to conduct themselves with integrity, impartiality, and professionalism that will reflect favorably upon themselves and the EBCI. Employees are also required to comply with all ethical standards adopted by the Tribal Council. Corrective action up to termination can be imposed on Tribal employees who do not uphold the standards.

Take time to review the standards in each document. How would you rate your ethics? How would you rate the ethics within your workplace?

Watch for emails each week that will provide valuable information regarding ethics:

- [March 8 Poll Question](#)
- [March 15 When in Doubt, Point it Out](#)
- [March 22 Ethical Dilemma Video](#)
- [March 29 Ethics Resources](#)

ELEVATE YOUR ETHICS

ETHICS IN THE NEWS

Supreme Court Under Fresh Pressure to Adopt Code of Ethics

WASHINGTON — Every time allegations are made about ethical lapses on the Supreme Court, the same question is asked: Why, unlike federal judges in lower courts, do the nine justices not have a binding code of conduct?

Until now, the justices have held firm, even though district court and appeals court judges are bound by a judicial ethics code. Among other things, it requires judges to "avoid impropriety and the appearance of impropriety in all activities." If judges breach the code, they can be investigated and reprimanded via a separate complaint process.

The justices say they follow the spirit of the code, introduced in 1973, but they have never formally adopted one of their own. There is also no procedure that allows for complaints to be investigated short of the drastic step of impeachment.

Pressure has repeatedly come from Congress, with Sen. Chris Murphy, D-Conn., set to re-introduce legislation on Thursday that would require the justices to adopt a code. Similar efforts in recent years have failed. The bill, like previous versions, would task the Judicial



Conference of the United States, the policymaking body for federal courts, with issuing within a year of enactment a code of conduct applying to Supreme Court justices. It also contains a new provision that would authorize an ethics investigations lawyer who would have the power to enforce the code.

[NBC News](#)

SPRING REMINDER

Due April 17

➔ Q3 Gift Reports

ETHICS SPOTLIGHT YOU HAVE BEEN CHARGED WITH A CRIME

You have been arrested and charged with a crime. What is your obligation is under the Code of Ethics?

The Code of Ethics requires Tribal Officials to report any misdemeanor or felony charges or convictions. The Office of Internal Audit and Ethics has set the following deadlines for reporting:

Within 24 hours: You must notify the Office of Internal Audit and Ethics. You may leave a voice message with the information if necessary.

Within 5 business days: After the initial report you have 5 business days to submit relevant documents outlining the details of the charge or conviction.

Once you have a final disposition of your charge or conviction, you have **5 business days** to submit documentation to the Office of Internal Audit and Ethics.

Failure to report charges and convictions could result in an Ethical Violation.

ELEVATE YOUR ETHICS

Ethics Questions?



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