

**CODE OF ETHICS
FOR
EMPLOYEES AND BOARD MEMBERS
OF THE
FLORIDA ENGINEERS MANAGEMENT CORPORATION
(FEMC)**

This Code contains, in part, verbatim portions found in the National Society of Professional Engineers Code of Ethics, the revised Code of Ethics by the Office of the Governor/Lieutenant Governor, issued in an Executive Order dated January 22, 1999, and the statutory Code of Ethics set forth in Chapter 112, Part III, of the Florida Statutes.

Engineering is an important and learned profession. Employees and Board Members of FEMC are expected to exhibit the highest standards of honesty and integrity. Licensed engineers have a direct and vital impact on the quality of life for all people. Accordingly the services provided by FEMC to the Florida Board of Professional Engineers and with them to the citizens of Florida, require honesty, impartiality, fairness and equity and must be dedicated to the protection of the public health, safety, and welfare. FEMC Employees and Board Members must perform under a standard of professional behavior that requires adherence to the highest principles of ethical conduct.

FUNDAMENTAL CANONS

FEMC Employees and Board Members, in the fulfillment of their duties, shall:

1. Hold paramount the safety, health, and welfare of the public.
2. Perform services only in areas in which they are competent.
3. Issue public statements only in a truthful manner.
4. Treat all applicants, engineers, persons with inquiries, and others who have contact with FEMC equitably and justly.
5. Avoid deceptive acts.
6. Conduct themselves honorably, responsibly, ethically, and lawfully.

Fair and Equal Treatment

Recommendations and decisions made by Employees and Board Members in the performance of their duties shall be made without bias and shall not be

improperly influenced by the race, color, national origin, age, sex, handicap or religious creed of the individual(s) affected by or subject to the action.

Accountability and Open Access

The Florida Constitution guarantees all Floridians a right of access to government meetings and records. It is the responsibility of Employees and Board Members to be familiar with the Public Records and Sunshine regulations, found in Chapter 119, F.S., and to be in compliance with them.

Accepting Gifts

Employees and Board Members are prohibited from soliciting or accepting anything of value as a gift, loan, reward, promise of future employment, favor, or service is based on an understanding that their official action or judgment would be influenced by such a gift. Gifts received from personal friends in the ordinary course of friendship, regardless of value, can be accepted, provided any such personal friend is not (a) a person having a special pecuniary interest (either individually or through a corporation or organization) in a matter pending before FEMC or the Florida Board of Professional Engineers (FBPE); or (b) a person who (either individually or through a corporation or organization) provides goods or services to FEMC or the FBPE; or (c) a person (either individually or through a corporation or organization) who is seeking such business with FEMC or the FBPE.

Political Activities

Employees and Board Members are prohibited from soliciting or knowingly accepting any campaign contributions in FEMC or FBPE offices. Employees and Board Members are permitted to express their opinions on political subjects and candidates and take an active part in political campaigns when outside of the FEMC and FBPE offices. FEMC's contract with the Department of Business and Professional Regulation may prohibit Board Members and staff from lobbying. Please refer to the most current contract for information on this subject.

Family Employment

An Employee or Board Members who has authority to employ, appoint, promote, advance, or recommend same, shall not use that authority with his/her own relatives. A relative means an individual member who is related as father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, or half sister. This does not prevent relatives working together for FEMC or the FBPE.

Public Disclosure

FEMC Board Members and Employees are required to disclose publicly any action which might be construed as a conflict of interest or be detrimental to the best interest of FEMC. This would include but not be limited to contractual negotiations with any entity in which a family member of any Employee or Board Member is employed. This disclosure should be made to the President of FEMC and to the contract monitor at the Department of Business and Professional Regulation (DBPR). Failure to disclose this information can result in disciplinary action ranging from a written reprimand, fine, or suspension, depending upon the circumstances. Severity of the sanction will be determined by the FEMC Chair and Vice Chair in coordination with the FBPE Chair. Final action must be approved by the FEMC Board and the FBPE.

Contractual Services

No employee or Board Member who participates through decision, approval, disapproval, recommendation, preparation of any part of a purchase request, influencing the content of any specification or procurement standard, rendering of advice, investigation, or auditing or in any other advisory capacity in the procurement of contractual services shall become or be, while a FEMC Employee or Board Member, the employee of a person contracting with FEMC or the FBPE. Employees or Board Members acting in their official capacity are prohibited from purchasing, renting, or leasing any realty, goods, or services for FEMC or the FBPE from a business entity in which they, their spouse, or child own more than a 5% interest or serve as an officer or director.

Sexual Harassment

Unwelcome sexual advances to any person, unwelcome requests for sexual favors from any person, and unwelcome verbal or physical conduct of a sexual nature directed towards any person by an Employee or Board Member is prohibited. Such behavior must be reported to the Employee's immediate supervisor who shall take corrective action with the concurrence of the FEMC President.

Violations

Any person who is aware of a violation of any portion of this Code of Ethics by an Employee or Board Member should report the matter to either the FEMC Chair, the FBPE Chair, the FEMC President, or the FBPE Counsel.