

**From:** [Weaver, Neil](#)  
**Subject:** Attention Cabinet Members: Executive Order - Code of Conduct Amendment  
**Date:** Wednesday, May 8, 2024 10:46:53 AM  
**Attachments:** [image002.jpg](#)  
[Executive Order 1980-18 Amended - Code of Conduct.pdf](#)  
**Importance:** High

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As the Governor has often noted to me and our entire Cabinet publicly and privately, all of us have a responsibility to speak and act with moral clarity. That standard is even higher for public servants like ourselves — through our conduct, we have the ability to impact the public’s trust and confidence in their government, and that is a position of leadership we must take seriously.

The need for moral clarity is especially pronounced today, as antisemitism, Islamophobia, and other forms of hate speech are increasing across not only in Pennsylvania, but nationally and globally. This behavior takes many forms, from social media posts, to boycotts, to graffiti, to public confrontations, to other actions motivated by hate.

This Administration supports free speech, consistent with the First Amendment, but that speech may never incite violence, encourage people to violate the law, or harass others. Therefore, the Governor has amended the Code of Conduct to reinforce the standards of personal conduct we all must adhere to: that no employee, appointee, or official of the Executive Branch of the Commonwealth shall engage in scandalous or disgraceful conduct, or any other behavior, on or off duty, which may bring the service of the Commonwealth into disrepute.

For the time we hold these positions of public trust, it is vital to maintain the confidence of the good people of Pennsylvania. They must have faith that we will treat all residents with respect and dignity — no matter what they look like, where they come from, who they love, or who they pray or don’t pray to.

The Governor and I are grateful to work alongside all of you to serve the people of this Commonwealth and carry out our mission together.

**Neil  Weaver | Secretary**  
Governor’s Office of Administration  
Commonwealth of Pennsylvania

Finance Building | 613 North Street  
Suite 210  
Harrisburg PA 17120  
Phone: [REDACTED]  
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