



Executive Order

Commonwealth of Pennsylvania

Governor's Office

Executive Order 1980-18 Amended – Code of Conduct Revision No. 5

Date: May 6, 2024

A blue ink signature of Josh Shapiro.

By Direction of:
Josh Shapiro, Governor

WHEREAS, public trust and confidence in the integrity of those individuals appointed and employed to serve the Commonwealth is of paramount importance; and

WHEREAS, the Governor is responsible for establishing standards for the integrity of employees, appointees, and officials of the Executive Branch of the Commonwealth; and

WHEREAS, there are existing Executive Orders, policies, directives, and rules related to the conduct of employees, appointees, and officials of the Executive Branch of the Commonwealth that are in place to assure the effective functioning of government, to prevent the erosion of the public's confidence in the government of the Commonwealth, and to prevent conduct that creates a hostile environment; and

WHEREAS, the conduct of employees, appointees, and officials of the Executive Branch of the Commonwealth, both on and off duty, may impact the public's trust and confidence in the government, as well as the work environment within the Commonwealth; and

WHEREAS, this Administration supports free speech, and consistent with the First Amendment, such speech may never incite violence, encourage people to violate the law or harass others; and

WHEREAS, no employee, appointee, or official of the Executive Branch of the Commonwealth should engage in conduct that could cause interference with or the disruption of the functioning of an agency, board, commission, or council of the government; and

WHEREAS, the Governor seeks to reaffirm existing laws and policies that ensure that public confidence is maintained in the mission of the government of this Commonwealth.

NOW, THEREFORE, I, Josh Shapiro, Governor of the Commonwealth of Pennsylvania, by virtue of the authority vested in me by the Constitution of the Commonwealth of Pennsylvania and other laws of the Commonwealth, do hereby reaffirm the Code of Conduct for Commonwealth Employees, *Executive Order 1980-18 Amended*, and promulgate the following amendment to such Code of Conduct:

1. Amendment.

The Governor's Code of Conduct, Part I, shall be revised by amending Part I, Section 9 and Part I, Section 10, as follows:

9. Personal Conduct.

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.

10. Enforcement.

Employees, appointees, or officials who refuse or fail to comply with the standards and regulations set forth within the Code of Conduct shall be subjected to disciplinary action including, but not limited to, reprimands, suspensions, and termination.

2. Implementation.

This Executive Order shall be implemented consistent with applicable law and applied in conjunction with existing agency policy.

3. Effective Date.

This amendment is effective immediately.