

**Dedham Select Board**  
**General Goals and Standard Policy 09.14.2023**  
**Original: Code of Conduct 10.22.2020**

This document sets forth an aspirational standard of conduct for the Dedham Select Board consistent with the laws of the Commonwealth of Massachusetts and the Town Charter. This General Goals and Standards Policy is designed to affirm the positive way elected and appointed officials can treat one another, constituents, town employees, and fellow community members.

Despite representing a wide variety of backgrounds, opinions, and goals, the Select Board, and other elected and appointed officials, must work to preserve and protect the present and the community's future. This commonly-held goal is significant to the Town and the manner in which it operates despite, or even because, individuals may not agree on every issue.

We adopt this Goals and Standards Policy to affirm our commitment to our community and establish specific goals for the manner in which the Board carries out its work.

As members of the Select Board, we seek to:

- Inspire public confidence in our government by demonstrating honesty and integrity in our actions and statements.
- Remember that our primary responsibility, consistent with our role as the Chief Elected Officer of the Town and the requirements of the Conflict of Interest Law, is to all Dedham residents and taxpayers.
- Treat fellow Board meetings by treating fellow Board members, residents, town employees, and the public with courtesy and respect while recognizing that there will be people who disagree with decisions made by elected and appointed officials, and the manner in which such decisions are implemented, and understanding that the people have the right to petition their government.
- Cooperate with the Chair of the Board in the conduct of meetings consistent with the Chair's authority to run meetings efficiently and effectively pursuant to G.L. c.30A, §18.
- Share timely pertinent information on municipal matters with the Select Board.
- Exercise due care when making decisions based upon the information available to the Board.
- Uphold the confidentiality of executive sessions and documents presented during the same and respect the privileged communication that exists in executive sessions as established by the Open Meeting Law and the Conflict of Interest Law.
- Respect the proper roles of elected officials as defined by state law and the Town Charter, and support open and effective government.
- Recognize that, consistent with law, our function as a Select Board is policy-making and broad oversight and not administrative or executive.
- Recognize that the Town Charter vests in the Town Manager full responsibility for discharge of their professional duties as the Chief Executive Officer and, through the Select Board's active oversight, hold them responsible for acceptable results that align with the objectives of the Town.
- Direct questions to the Town Manager, Assistant Town Manager about administrative, executive, and operational matters, including the need for staff support.
- Recognize the value in directing all concerns about staff performance to the Town Manager in private.
- Accept differences of opinion as building blocks of our democratic process and respect the rights of all members of the Board despite differences of opinion.

**Responsibility to Comply with this Code of Conduct:**

We pledge that each member of the Select Board will:

- A. Be individually responsible to comply with this General Goals and Standard policy.
- B. Take ownership of personal decision making.