

## EXECUTIVE ORDER 25-12

**WHEREAS**, the people of Missouri deserve a Governor's Office that operates ethically, with integrity, and in the best interest of the public; and

**WHEREAS**, employees of the Governor's Office must adhere to the highest ethical standards, demonstrating impartiality, respect, and dedication in the fulfillment of their duties; and

**WHEREAS**, public trust in the Governor's Office depends on the avoidance of any actual or perceived conflicts of interest that could undermine confidence in the integrity of public service; and

**WHEREAS**, employees of the Governor's Office must serve solely to benefit the people of Missouri, refraining from any actions or decisions that provide personal benefit or create the appearance of undue influence; and

**WHEREAS**, this administration is committed to fostering a culture of accountability, transparency, and respect within the Governor's Office and throughout state government;

**NOW, THEREFORE, I, MIKE KEHOE, GOVERNOR OF THE STATE OF MISSOURI**, by virtue of the authority vested in me by the Constitution and laws of the State of Missouri, including Section 105.969 RSMo., do hereby establish this Code of Conduct for all employees of the Office of the Governor:

### CODE OF CONDUCT

#### 1. Ethical Standards and Public Trust

- a. Employees of the Governor's Office shall conduct themselves in a manner that inspires public confidence and trust in the Office and its operations.
- b. Employees must avoid actions or interests that improperly influence—or appear to influence—their official duties or the reputation of the Governor's Office.

#### 2. Impartiality and Conflicts of Interest

- a. Employees shall not participate in any proceeding or decision where their impartiality might reasonably be questioned due to personal or financial interests.
- b. No employee shall derive personal gain from their position or engage in any activity inconsistent with the conscientious performance of their duties.

#### 3. Prohibition on Gifts and Undue Influence

- a. Employees shall not solicit or accept gifts from lobbyists or other parties that may create or imply an obligation or influence on decision-making.
- b. Employees of the Governor's Office shall not engage in executive lobbying, as defined in Section 105.470(2) RSMo, during the administration for which they served.

#### 4. Confidentiality and Proper Use of Resources

- a. Employees shall not disclose confidential or privileged information acquired through their position for personal or external benefit.
- b. State resources, equipment, and materials entrusted to the Governor's Office are to be used exclusively for official purposes and responsibly maintained.
- c. No official business shall be conducted using any application, device, or software program not placed on an official state device.

#### 5. Accountability and Reporting

- a. Employees are expected to report any violations of this Order in good faith without fear of retaliation or reprisal.

- b. Violations of this Order may result in disciplinary action, up to and including termination of employment.

**6. Supplementary Provisions**


- a. The Chief of Staff of the Governor's Office is responsible for enforcing this Order and may establish additional provisions to address specific needs or circumstances.
- b. The Governor and Governor's General Counsel are responsible for enforcing this Order upon the Chief of Staff of the Governor's Office.
- c. This Order is supplementary to all applicable laws and regulations governing employee conduct and does not supersede or reduce any legal requirements.

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, in the City of Jefferson, on this 23<sup>rd</sup> day of January, 2025.



  
\_\_\_\_\_  
MIKE KEHOE  
GOVERNOR

ATTEST:

  
\_\_\_\_\_  
DENNY HOSKINS  
SECRETARY OF STATE