


**Mississippi Department of Human Services  
Division of Youth Services**

<b>Subject:</b> DYS Code of Ethics	<b>Policy Number:</b> 1
<b>Number of Pages:</b> 2	<b>Section:</b> III
<b>Attachments:</b> MDHS AP-27	<b>Related Standards &amp; References:</b> MDHS AP-27
<b>Effective Date:</b> 8/16/11 <b>Revised:</b> 4/15/18	<b>Approved:</b> 

**I. POLICY**

It is the policy of the Mississippi Department of Human Services (MDHS), Division of Youth Services (DYS), to abide by the MDHS AP-27 Code of Conduct. In conjunction with AP-27, DYS has adopted the following Code of Ethics. This Code is intended to serve as a guide to the everyday conduct of MDHS employees and to provide a basis for making decisions about ethical actions. Any violation of this Code may be grounds for dismissal from employment with MDHS, DYS.

**II. PROCEDURE**

- A.** The MDHS, DYS expects its employees to have unfailing honesty, respect for the dignity and individuality of human beings and a commitment to professional and compassionate service. To this end, all MDHS, DYS employees will subscribe to the following principles concerning professional relationships with youths, colleagues, other professionals and the public:
1. Employees are strictly prohibited from engaging in any sexual overtures or sexual contacts with juveniles in MDHS custody or under MDHS supervision. Any violation will result in prosecution to the fullest extent under the laws of the State of Mississippi.
  2. Employees are strictly prohibited from providing any items to the youth without prior approval of the facility administrator. This is considered contraband and staff may be charged with a criminal offense.
  3. Employees shall respect and protect the civil and legal rights of all youths in their custody or under their supervision.
  4. Employees shall serve each youth with appropriate concern for the youth's welfare and rehabilitation and with no intent for personal gain.

5. Employees shall conduct their relationships with colleagues in such a manner as to promote the mutual respect within the profession and the improvement of the profession's quality of service.
6. Employees shall respect and comply with all standards of the juvenile justice system and cultivate a professional cooperation with each.
7. Employees shall respect and protect the right of the public to be safeguarded from delinquent activity.
8. Employees shall maintain appropriate and professional relationships with youth in MDHS current or former custody or supervision.
9. Employees shall not share personal or private information with youth in MDHS current or former custody or supervision.

**B.** In addition, all MDHS, DYS, employees will subscribe to the following principles concerning professional conduct and practices:

1. Employees shall not use their official position to secure privileges or advantages for themselves.
2. Employees shall not, in their official capacity, act in any matter in which they have personal interest that could in the least degree impair their objectivity.
3. Employees shall not accept any gift or favor of a nature to imply any obligation that is inconsistent with the free and objective exercise of their professional responsibilities.
4. Employees shall not make public statements about the agency. All public statements and questions will be referred to the MDHS, Office of Communication.
5. Employees shall not discriminate against any youth, employee or prospective employee on the basis of race, sex, creed or national origin.
6. Employees shall maintain the integrity of private information; neither seek personal data beyond that needed to perform their responsibilities, nor reveal information to anyone not having proper professional use for such.
7. Employees who are responsible for agency personnel actions shall make all appointments, promotions or dismissals only on the basis of merit and not in furtherance of partisan political interests.