



The Council Code of Ethics and Conduct

Effective September 9, 2025

The Social Equity Council (the Council), established in 2021, promotes equitable economic prosperity by supporting social equity entrepreneurs and reinvesting in communities disproportionately impacted by the War on Drugs. Through funding, workforce development, and targeted community investments, the Council addresses barriers to entry, expands opportunity, and fosters long-term participation in Connecticut's cannabis industry, especially for those historically harmed by cannabis criminalization.

As stewards of public trust and advocates for the communities most impacted by the war on drugs, Council Members and Staff must embody the highest standards of conduct and ethical behavior. This Council Code of Ethics and Conduct (Council Code), issued pursuant to Connecticut General Statutes (C.G.S.) § 21a-420d(r), serves as a guiding framework to ensure that all Council Members and Staff act with integrity, foster inclusive participation, and maintain accountability in furthering the Council's mission. This Council Code shall also serve to build respect, confidence, and credibility with stakeholders and citizens of the State.

1. All Council Members and Staff must comply with the Code of Ethics for Public Officials, as set forth in C.G.S. §§ 1-79 through 1-90a, as may be amended from time to time, which prescribes required conduct for state employees and officials in, among other things, the discharge of their appointment and employment. All Council Members and Staff must review the Office of State Ethics' Public Officials and State Employees Guide to the Code of Ethics, which provides a general overview, available at the following link: [public-officials-and-state-employees-guide-rev-november-2021.pdf](#).
2. In addition to the provisions and requirements of the Code of Ethics for Public Officials, the Council requires all Council Members and Staff to adhere to the following:

- a. Confidentiality: Personal and business information obtained in the course of Council business must be kept confidential unless disclosure is authorized or required by law.
- b. Conflict of Interest: Council Members shall recuse themselves and not participate in the consideration of any matter or attempt to affect the outcome of any issue before the Council when to do so might result in even the appearance of a conflict of interest as defined by C.G.S. §§ 1-85 and 1-86. In addition to the disclosure/recusal process outlined in C.G.S. § 1-86 (a), Council Members and Staff must disclose any personal, financial, or related interests that could affect, or be perceived to affect, impartiality in Council decisions in writing to the Governance and Policy Committee Chair and the Counsel's legal director. When conflicts, or the appearance of conflicts, arise, Council Members and Staff shall recuse themselves from related discussions, votes and all work related to the conflict.
- c. Performance of Duties: Council Members shall act with competence and shall strive to maintain and enhance their competence and that of their fellow Council Members. Similarly, Council Members and Staff shall use proper care and exercise independent professional judgment in the performance of their duties. Council Members and Staff shall not engage in conduct that would compromise, discredit, or diminish the integrity of the Council.
- d. Effective Use of State Funds: Council Members and Staff are entrusted with public resources and must ensure that their use is transparent, justified, and aligned with the Council's mission, vision, and statutory mandates.
- e. Legal Compliance: All actions and decisions of the Council must comply with state and local laws, including but not limited to open-meeting requirements, public records laws, and anti-discrimination statutes.
- f. Proper decorum: During Council meetings and events, Council Members and Staff shall maintain proper decorum. All interactions, both inside and outside Council meetings, must be conducted with courtesy, patience, and respect. Council Members and Staff will respectfully consider the opinions of others during deliberations, strive for integration of viewpoints or consensus building in decision-making, and will respect the corporate judgment of the Council in regard to its decisions.
- g. Prohibition of Financial Association: During the term of appointment, Council Members, Staff and their immediate family members, or business with which he

is associated, as defined by C.G.S. § 1-79(2), may not have any financial interest with any current or prospective Cannabis Establishment.

- h. Public Relations: Council Members will strive to cultivate and maintain good relations with the public, press, and constituent groups; however, they will recognize their limitations to speak for the Council as directed by the chief executive officer.
- i. Procurement of Services: Individual Council Members and Staff shall refer all proposals or other communications regarding potential or existing programs, contracts, or services to the chief executive officer. Council Members shall not communicate with persons under consideration for selection by the Council for contracts, acquisitions, etc., while the procurement process is in progress.
- j. Prohibition of Engagement During Application Process: Council Members and Staff are prohibited from discussing applications with cannabis applicants in anticipation of and during the lottery application phase.
- k. Prohibition of Cannabis Establishment License: In addition to the post-state service provisions in the Code of Ethics for Public Officials, no Council Member or Staff may, within two years of leaving the Council, be eligible to apply either individually or with a group of individuals for a Cannabis Establishment license.

Council Members and Staff are required to be familiar with and to comply with this Council Code, as well as the Code of Ethics for Public Officials. Council Members and Staff shall not contribute to the concealment of any breach of this Council Code, or knowingly or negligently allow such breach to occur. Council Members and Staff who do not comply with the Council Code or with the Code of Ethics for Public Officials, C.G.S. §§ 1-79 through 1-90a, as may be amended, may be subject to disciplinary action up to and including removal from the Council.

The provisions of this Council Code do not excuse any Council Member or Staff from other restrictions of state or federal law regarding conflicts of interest.

Any breach of this Council Code shall be reported to the Governance and Policy Committee and the Council's legal director. The Governance and Policy Committee will investigate, as appropriate, and report its findings and recommendations to the Council.

All Council Members shall sign an affirmation pledging to honor and follow, according to both the letter and the spirit, this Council Code.

Questions

Questions concerning the Council's Code of Ethics and Conduct may be directed at:

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Questions concerning the State Code of Ethics for Public Officials may be directed at:

Office of State Ethics
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