

**TEXPERS**  
**Code of Ethics and Conduct**

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**The Board of Directors, staff and members of the  
Texas Association of Public Employee Retirement Systems pledge to:**

- **Maintain** the highest standard of personal conduct.
- **Actively promote** and encourage the highest level of ethics and conduct within the industry or profession TEXPERS represents.
- **Maintain** loyalty to the association and pursue its objectives in ways that are consistent with the public interest.
- **Recognize and discharge** their responsibilities and that of TEXPERS to uphold all laws and regulations relating to TEXPERS' policies and activities.
- **Strive** for excellence in all aspects of management of TEXPERS.
- **Use** only legal and ethical means in all TEXPERS activities.
- **Serve** all members of TEXPERS impartially, provide no special privilege to any individual member, and accept no personal compensation from a member except with full disclosure and with the knowledge and consent of the TEXPERS Board of Directors.
- **Maintain** the confidentiality of privileged information entrusted or known to a member by virtue of the member's office.
- **Refuse** to engage in, or countenance, activities for personal gain at the expense of TEXPERS or its industry or profession.
- **Refuse** to engage in, or countenance, discrimination on the basis of race, sex, age, religion, national origin, or disability.
- **Always** communicate association internal and external statements in a truthful and accurate manner by assuring that there is integrity in the data and information used by TEXPERS.
- **Cooperate** in every reasonable and proper way with other association/group executives, and work with them in the advancement of pension fund management.
- **Use** every opportunity to improve public understanding of the role of public employee retirement systems.

*This Code of Ethics and Conduct for members of the Texas Association of Public Employee Retirement Systems has been adopted to promote and maintain the highest standards of association service and personal conduct among its members. Adherence to these standards is expected from members of TEXPERS and serves to assure public confidence in the integrity and service of TEXPERS.*

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