TOWN OF HERNDON, VIRGINIA
TOWN COUNCIL

RESOLUTION

FEBRUARY 3, 2026

Resolution- of Censure of Councilmember Naila Alam for violation of the Town's Code of Ethics related to faithful performance of councilmember duties.

Members of the Town Council are expected to adhere to the highest standards of conduct as set forth in the Town's Code of Ethics, including the obligation to faithfully perform the duties of office which by necessity include attending and participating in regular and special meetings of the Council.

Regular attendance is essential to ensuring transparency, effective decision making, public accountability, and the efficient operation of Town government. The Town's Code of Ethics requires elected officials to "perform the duties of office faithfully and impartially to the very best of their abilities and demonstrate integrity, independence, honesty and ethical behavior in the conduct of all town business," "uphold the integrity and effectiveness of the governing body," and "avoid actions that compromise the ability of the Council to conduct the public's business".

Councilmember Alam has, during the period of January 1, 2025, through February 3, 2026, accumulated excessive absences from regular and/or special meetings of the Town Council despite being offered numerous accommodations including virtual and telephonic participation. Such absences have impaired the Council's ability to conduct business and fulfill its responsibilities to the public. Additionally, Councilmember Alam's unwillingness to participate via the town's remote electronic participation ordinance undermines the public trust in the town council's policies and procedures.

The Town Council has reviewed communications and attendance records, provided Councilmember Alam an opportunity to respond to the concerns raised, and deliberated on the matter in accordance with applicable procedures.

The excessive absences by Councilmember Alam constitute a failure to meet the ethical and professional obligations of the office and are inconsistent with the standards expected of a councilmember. The Town Council finds that a formal statement of censure and consequences is warranted to uphold the integrity of the Council, maintain public trust, and reaffirm the importance of compliance by all elected officials.

THEREFORE, BE IT RESOLVED by the Town Council of the Town of Herndon, Virginia that:

1. **Councilmember Alam is hereby formally censured** for violation of the Town's Code of Ethics due to excessive absences from Council meetings and unwillingness to otherwise participate in regular and/or special meetings of the Town Council, which constitute a failure to perform the duties of office faithfully and responsibly.

2. **Councilmember Alam** is also hereby removed from the following positions:

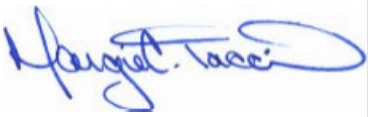
   - Alternate, Committee for Dulles
   - 2nd Alternate, Northern Virginia Regional Commission (NVRC)

3. **Councilmember Alam** is also suspended from invitation and travel to events that Town Council members are included in as a privilege of their membership on Town Council and may not receive any reimbursements for travel, lodging or expenses related to those events.

4. This censure shall serve as the Council's official expression of disapproval of Councilmember Alam's conduct and a formal reminder of the obligations associated with service on the Town Council.

5. The Town Clerk is directed to place this Resolution of Censure in the official records of the Town and to provide a copy to Councilmember Alam.

A Copy – Teste:



Margie C. Tacci
Deputy Town Clerk



Motion to Censure

MOTION:	**del Aguila**
SECOND:	**Reyes**
RE:	**Motion to Censure**
ACTION:	**Approved**

Votes
Ayes: del Aguila, Garcia, Hedrick, Lloyd, Reyes, Mayor LeBlanc
Nays: None
Absent from Vote: Alam
Absent from Meeting: Alam

Motion to Approve Resolution to Censure

MOTION:	**Hedrick**
SECOND:	**Reyes**
RE:	**Resolution 26-G-08**
ACTION:	**Adopted**

Votes

Ayes: del Aguila, Garcia, Hedrick, Lloyd, Reyes, Mayor LeBlanc
Nays: None
Absent from Vote: Alam
Absent from Meeting: Alam