

OLYMPIC ESD 114 BOARD POLICY STAFF CONFLICT OF INTEREST

POLICY 5251

The guiding principle for this policy is that Olympic Educational Service District 114 (OESD) employees may not use their position for private benefit, private gain, or to secure special privileges for himself or herself. Therefore; OESD employees shall not engage in any business transaction, professional activity, or incur any obligation of any nature, that conflicts or raises a reasonable question of conflict with their duties and responsibilities as an OESD employee without prior approval of the OESD Superintendent.

Gifts

Employees shall not accept or solicit gifts, gratuities or favors if the employee has reason to believe the individual or the entity is providing the gift, gratuity or favor because of the employee's position or role in OESD.

Outside Employment

Employees may not engage in employment other than for OESD which may interfere with or adversely affect the performance of their assigned OESD duties and/or involves rendering services or expending on-duty time for which compensation is being paid by OESD. Employees shall not use OESD facilities, requirement or materials in performing non-OESD related work.

Employees should confer with their supervisor before accepting any outside employment that may conflict with this policy. The OESD Superintendent will determine whether outside employment is in violation of this policy.

Violation of this policy may result in disciplinary action up to and including termination.

Date Adopted: October 20, 1988
Revised: October 17, 1996
Renumbered: January 21, 2016, from 3350
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