

SECTION 167 B STAFF CONFLICT OF INTEREST**Staff Ethics/Conflicts of Interest**

District staff shall abide by any laws and regulations and Board policies pertaining to personal and/or financial affairs that would conflict with their position as District employees. Failure to abide by this policy may result in (1) disciplinary action up to and including discharge, and (2) referral to law enforcement authorities.

A conflict of interest is defined as any judgment, action or relationship that may benefit an employee or another party the employee is affiliated with because of the employee's position with the District. Employees should avoid outside activities that may compete or be in conflict with the best interests of the District. If an employee is involved in any transaction that may be considered a conflict of interest they must disclose the facts associated with the incident to their immediate supervisor. No employee may use their position to obtain anything considered a financial gain for themselves, an immediate family member, or for an organization with which he or she is associated.

No employee may negotiate, or bid for, or enter into a contract in which the employee has a private pecuniary interest, direct or indirect. No employee may, in their capacity as an employee, participate in the making of a contract in which they may have a pecuniary interest.

Legal Ref: Wis. Stats. 19.41-.59

946.10

946.12

946.13

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