

PERSONNEL

Conflicts of Interest

Employees shall refrain from any activity that can be reasonably seen as creating a conflict of interest with their duties and responsibilities as employees of the District.

The following conduct is specifically prohibited:

- Using public time, facilities, equipment, supplies, personnel, or funds for the employee's private business purposes;
- Engaging in a substantial financial transaction for the employee's private business purposes with a person whom the employee inspects or supervises in the course of official duties;
- Assisting any person for a fee, contingent fee, or other compensation in obtaining a contract, claim, license, or other economic benefit from the District;
- Performing an official act directly and substantially affecting to its economic benefit a business or other undertaking in which the employee either has a substantial financial interest or is engaged as counsel, consultant, representative, or agent;
- Soliciting or accepting employment, or engaging in negotiations or meetings to consider employment, with a person whom the employee regulates in the course of official duties without first giving written notification to the employee's supervisor and Superintendent; or
- Engaging in an intimate relationship with another employee who is in a subordinate position and for whom one employee has supervisory and evaluation responsibility.

Employees who violate this policy will be subject to disciplinary action, up to and including termination from employment.

Cross Reference:

Legal Reference: § 2-2-104, MCA Rules of conduct for public officers, legislators, and public employees
§ 2-2-105, MCA Ethical requirements for public officers and public employees
§ 2-2-121, MCA Rules of conduct for public officers and public employees

Policy History:

Adopted on: 12.10.2013

Revised on: 3.12.2019, 1.14.2020