

Southwest Vermont Regional Technical School District	Employee Conflict of Interest	Policy 4450C
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- A. **Policy Statement:** It is the policy of the Southwest Vermont Regional Technical School District that all employees avoid conflicts of interest as well as the appearance of a conflict of interest.
- B. All persons employed by the Southwest Vermont Regional Technical School District [the District] owe a duty of fidelity to the District. Employees must never place themselves in a position where their self-interest may conflict with this duty. Any employee who breaches this policy is subject to disciplinary action, up to and including discharge, in compliance with any requirements of the Collective Bargaining Agreement.
- C. No employee of the Southwest Vermont Regional Technical School District will engage in or have a financial interest in, directly or indirectly, any activity that conflicts or raises an appearance of a conflict with his/her duties and responsibilities in the school system; nor will any staff member engage in any type of private business during school time or on school property.
- D. Employees will not engage in work of any type where information concerning customer, client, or employer originates from any information available to them through school sources.
- E. **Supervision:** As there should be no conflict of interest in the supervision or evaluation of employees, at no time will any administrator responsible for the supervision and/or evaluation of any employee, who is related to him/her.
- F. No employee shall be placed in any position where the direct administration or supervisory authority over the position is exercised by a spouse or relative of that employee.
- G. Administrative Regulations for this policy are subject to change at any time with reasonable notice given to each employee.

Southwest Vermont Regional Technical School District	Date Warned	Date Adopted	Date Reviewed
	10/17/16	11/23/16	

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Administrative Regulations

(To include an employee acknowledgement.)