

**Policy Number:**

**522.4**

**Title:**

**Staff Ethics/Conflicts of Interest**

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Staff Ethics

The employee, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal opportunity for all. The employee accepts the responsibility to adhere to the highest ethical standards.

The employee recognizes the magnitude of the responsibility inherent in the education of our children. The desire for the respect and confidence of one's colleagues, of students, of parents, and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct.

Conflicts of Interest

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 are asked to avoid outside activity that may compete or be in conflict with the best interests of the District. Employees must disclose to their immediate supervisor information of any transaction that may be considered a conflict of interest as soon as they know the facts. No employee may use his or her position to obtain financial gain or anything of substantial value for the private benefit of himself or herself or his or her immediate family, or for an organization with which he or she is associated.

Contracts and Conflicts of Interest

No employee may negotiate or bid for, or enter into a contract in which the employee has a private pecuniary interest, direct or indirect, if at the same time the employee is authorized or required by law to participate in the employee's capacity as an employee in the making of that contract or to perform in regard to that contract some official function requiring the exercise of discretion on the employee's part. No employee may, in the employee's capacity as an employee, participate in the making of a contract in which the employee has a private pecuniary interest, direct or indirect, or performs in regard to that contract some function requiring the exercise of discretion on the employee's part.

Any employee violating state laws or Board policies regarding ethical conduct standards, including conflicts of interest, shall be subject to disciplinary action up to and including discharge and maybe referred to law enforcement for legal action in accordance with legal requirements.

LEGAL REF: Wisconsin Statutes Section 946.12, 946.13(1)(a) and (b)

Policy Adopted: March 5, 2018