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**Staff Conflict of Interest**

**Policy No. 202.2**

Context

All personnel, including employees, contractors, and any others who engage with the District are expected to uphold ethical, responsible, and professional conduct in all aspects of their work. As a public education institution, the District depends on the trust and confidence of the communities it serves.

Definitions:

- Conflict of Interest – A situation in which an individual in a decision-making role stands to personally benefit, directly or through a personal relationship, from the outcome of a decision.
- Perceived Conflict of Interest – A situation in which it could reasonably appear that an individual in a decision-making role is biased or stands to benefit personally from the outcome of a decision.

Policy Statement:

The Board of Education requires all personnel to demonstrate the highest standards of integrity, impartiality, and accountability. Employees must act in the best interests of the District and avoid circumstances, whether real or perceived, that could compromise their professional judgment or diminish public confidence in the education system.

A conflict of interest occurs when an employee's personal, financial, or relational interests interfere, or appear to interfere, with their duties and responsibilities to the District. Employees must not use their position, influence, or access to District information for personal benefit or to advance the interests of family members, friends, or associates.

The Board affirms:

- Employees must demonstrate honesty, fairness, and integrity in fulfilling their duties.
- Ethical and professional conduct is essential at all times and forms the foundation of public service in education.
- Employees must recognize and appropriately address both actual and perceived conflicts of interest.
- Any perceived or actual conflict of interests must be disclosed and managed in accordance with District regulations.