Board Policy 412: Conflict of Interest
Personnel

Employment Related
Full-time employees of the District may accept other employment so long as such employment does not interfere with the employee's performance of duties in the District and/or does not create a conflict of interest through the acceptance and performance of such employment. Employees should notify their supervisor to discuss such conflicts that may arise from other employment.

Employees of the District and their immediate family members will not receive an advantage or monetary benefit that is not available to similarly-situated members of the general public based on their employment status or position with the District. Employees shall not use District time, facilities, equipment, supplies or other resources to conduct personal business for one's own personal benefit or profit, for the personal benefit or profit of others, for solicitation of services, or for political lobbying or campaigning.

Grant Related
All college employees serving as a Principal Investigator or Co-Principal Investigator on a federally funded project must follow the Conflict of Interest Policies of that funder. Typically, a conflict of interest exists when a significant financial interest could directly and significantly impact the design, conduct, or report of funded projects.

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Date of Adoption: February 21, 1977

Legal Reference
Iowa Code 68B.2A

Related Administrative Rules and Regulations
Board Policy 409

Revision History
May 10, 2023; August 10, 2022; June 8, 2016; March 13, 2002

Formerly Board Policy 410