

## EMPLOYEE CONFLICT OF INTEREST

Public confidence in the impartiality, independence, and integrity of Rapid City Area School employees is essential for the proper administration of the district's affairs. To maintain this confidence, employees must not participate in activities that may or will conflict with their obligations to the district.

In order that there be no conflict of interest in the supervision and evaluation of employees, at no time may any administrator directly responsible for the supervision and/or evaluation of any employee be directly related to him or her.

Directly related is defined as father, mother, sister, brother, spouse, son, daughter, or daughter-, son-, sister-, or brother-in-law. When the potential for conflict of interest arises after initial employment, a transfer may be effected at a subsequent date if it is deemed to be in the best interest of the school district.

Employees of the district will not engage in or have financial interest, directly or indirectly, in any activity that conflicts (or raises a reasonable question of conflict) with their duties and responsibilities in the district.

Employees may not use or attempt to use information not available to the public to gain a benefit for themselves or anyone else.

Where an employee perceives a conflict exists or is unsure as to whether or not a conflict of interest exists, the employee should discuss the matter with and receive permission from his/her supervisor and the Office of Human Resources and Administrative Services Office.

This policy applies to all district employees.

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| Adopted  | 01/26/82 |
| Reviewed | 05/24/88 |
| Revised  | 03/08/94 |
| Reviewed | 04/27/99 |
| Revised  | 06/27/16 |

Cross Reference:  
GCQAB - Tutoring for Pay