

**DODGELAND SCHOOL DISTRICT
Board Policy Manual**

522.4

STAFF ETHICS/CONFLICTS OF INTEREST

Dodgeland School District employees are expected to maintain high ethical standards in their school relationships and conduct. Employees shall adhere to all ethical standards for public employees and school employees that are required by state laws including, but not limited to, the following prohibited conduct:

- Use their positions for financial gain or to obtain anything of substantial value for the private benefit of the employees, their immediate families, or businesses or organizations with which they are associated.
- Solicit or accept from any person, directly or indirectly, anything of value if it could be reasonably expected to influence their official actions or independent judgment, or it could be considered a reward for any action or inaction.
- Take any action that substantially affects a matter in which the employees, members of their immediate families, or organizations/businesses with which they are associated has a substantial financial interest.
- Use their position in a manner that produces or assists in the production of a substantial benefit, direct or indirect, for the employees, members of their immediate families or organizations/businesses with which they are associated.
- Receive for personal benefit anything of value from any person other than the employing district to sell, promote the sale of, or act as an agent or solicitor for the sale of any goods or service to any public school student while on district property or at an activity sponsored by the district.
- Have a private interest in a public contract as conditioned by law.

All staff members shall abide by laws, regulations and Board policies pertaining to personal and/or financial affairs that would conflict, or create the appearance of a conflict, with their positions as District employees and their effective fulfillment of assigned responsibilities.

Staff members are also expected to adhere to the standards of ethics and/or conduct that are established by professional organizations and are applicable to specific types of professions or professional groups.

No employee shall hold a position or have responsibilities that directly involve the supervision of close relatives or members of the same household. Actions to prevent and/or resolve potential conflicts of interest shall be conducted in accordance with Board policy.

Any employee violating state laws or Board policies regarding ethical conduct standards, including conflicts of interest, shall be subject to disciplinary action in accordance with established district procedures and may be referred to law enforcement authorities for legal action and/or reported to state officials in accordance with legal requirements.

LEGAL REF: 19.41 Wisconsin Statutes
 19.59
 115.31
 118.12

946.10
946.12
946.13

CROSS REF: 165, Code of Ethics for Board Members
165.1, Conflicts of Interest (Anti-Nepotism)
522, Staff Conduct
522.3, Staff Misconduct Reporting
536.2, Discipline, Discharge and Non-Renewal (Professional Staff)
549, Discipline and Discharge (Support Staff)

Approved: December 2, 1996

Revised (WASB): February 27, 2012