HIGHLAND COMMUNITY COLLEGE
GENERAL PERSONNEL POLICY

SUBJECT: Conflict of Interest

BOARD OF TRUSTEE APPROVAL: 10/14/92 EFFECTIVE DATE: 10/15/92

BOARD OF TRUSTEE REVISION: 12/09/93 EFFECTIVE DATE: 12/10/93

Honesty and professional integrity are expected of all employees and it would be a serious violation of this trust if the interests of the institution were to be disregarded in the course of performing professional duties. The use of official position and influence to further personal gain or that of families or associates is unacceptable behavior and is in direct opposition to institutional policy.

Employees have the right to acquire and retain status of a professional, personal, or economic nature. In a diverse and complex institution, there is always the possibility that the pursuit of individual interests may result in a conflict with those of the institution. This places an important responsibility on employees to recognize potential conflicts and prevent them. It is not expected that every employee will have a complete and current knowledge of the laws and regulations that apply to conflict of interest. However, all persons, particularly those with significant exposure to potential conflict-of-interest situations, should develop sensitivity to this issue and seek guidance when appropriate.

It is specifically prohibited for an employee to enter into a financial agreement (e.g. renting housing to a student) with a student if the employee is responsible for the financial aid or scholarship of that student.