

PERSONNEL	GBCA
STAFF CONFLICTS OF INTEREST	
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I. PURPOSE

The Lincoln School Committee seeks to ensure that its public officials and employees adhere to the highest standards of ethical conduct, respect the public trust and the rights of all persons, to be open, accountable, responsive, avoid the appearance of impropriety, and not use their position for private gain or advantage.

II. ENABLING AUTHORITY

For the reasons stated above and in accordance with its authority under §16-2-9, the Lincoln School Committee hereby adopts this staff conflicts of interest policy to comply and be consistent with Rhode Island Code of Ethics, R.I. Gen. Laws § 36-14-1 *et seq.*, the Rhode Island Educator Code of Professional Responsibilities, and any other state law or regulation that would prohibit staff from engaging in unethical conduct, violate the public trust, be unaccountable, act in such a way that would cause a reasonable person to believe that a staff member has or is engaging in unethical conduct, is violating the public trust, is unaccountable, or otherwise raise the appearance of impropriety.

III. POLICY

- a. No staff members shall have any interest, financial, familial, or otherwise, direct or indirect, or engage in any business, employment, transaction, or professional activity, or incur any obligation of any nature, which is in substantial conflict with the proper discharge of his or her duties of employment as prescribed in state law, Lincoln Public School policy and protocols, or his or her job description.
- b. No staff members shall accept other employment which will either impair his or her independence of judgment as to his or her official duties or employment or require him or her, or induce him or her, to disclose confidential information acquired by him or her in the course of and by reason of his or her official duties.
- c. No staff member shall willfully and knowingly disclose, for pecuniary gain, to any other person, confidential information acquired by him or her in the course of and by reason of his or her official duties or employment or use any information the purpose of pecuniary gain.

- d. No staff member shall use in any way his or her employment or confidential information received through his or her holding his or her employment to obtain financial gain, other than that provided by law, for him or herself or any person within his or her family, any business associate, or any business by which the person is employed or which the person represents.
- e. No staff member shall solicit or accept any gift, loan, political contribution, reward or promise of future employment based on any understanding that official action or judgment of the person would be influenced thereby.
- f. No staff member shall use institutional or professional privileges for personal advantage or advantage of a family member or business associate.

This list of prohibited conflicts is not exhaustive. Any action, taken by any staff member, that would raise an ethical conflict of any sorts, or create a reasonable impression that any of the above has occurred or is occurring, shall be a violation of this policy.

IV. ENFORCEMENT

Enforcement of this policy shall be proportional to the nature and circumstances of the violation. If a staff member found to have violated this policy shall be disciplined in accordance with state law and any applicable collective bargaining agreement.

Policy Reaffirmed: July 19, 1983
First Reading Revised Policy: January 9, 2023
Second Reading Revised Policy: February 13, 2023
Revised Policy Adopted: February 13, 2023

TOWN OF LINCOLN SCHOOL COMMITTEE, Lincoln, Rhode Island