

BREVARD SCHOOLS FOUNDATION EMPLOYEE CODE OF ETHICS

The purpose of this Code of Ethics is to promote the highest level of ethical conduct on the part of all persons associated with the Foundation to ensure the highest public confidence in the impartiality and independent judgment of all employees; and, to provide guidance for Foundation personnel concerning ethics-related matters. It is the responsibility of all individuals associated with the Foundation to act in a manner that will ensure the public's trust as well as the trust of colleagues and peers. To the extent there is no conflict with any laws, rules, or governmental regulations, this Code of Ethics shall control with regard to conduct for all employees which, for the purposes of this Code of Ethics, shall include the Foundation's Executive Director.

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

Employees shall not corruptly use, or attempt to use, their official position or any property or resources of the Foundation or perform their duties in such a manner to secure a special privilege, benefit, or exemption for themselves or others.

Employees shall not disclose or use information not available to members of the general public and gained by reason of their official position with the Foundation for their own personal gain or benefit or for the personal gain or benefit of any other person or business entity.

Employees shall not represent another person or entity for monetary compensation or consideration of any other type before the Board for a period of two (2) years following the end of their employment with the Foundation, unless they are employed by another agency of State government.

Employees shall neither solicit nor accept anything of value, including a gift, loan, reward, promise of future employment, favor, or service, based upon any understanding that the vote, official action, or judgment of the employees would be influenced thereby.

Employees may accept gifts of nominal value in circumstances not related to employment, service, or an act to influence judgment. Examples would be a personal gift for a birthday or holiday celebration or students presenting gifts to employees during the holiday season.

Employees shall employ independent objective judgment in performing their duties, deciding all matters on their merits, free of partiality or prejudice and unimpeded by conflicts of interest or other improper influences.

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

Employees shall not engage in any business, private practice of their profession, the rendering of services, or the sale of goods of any type where advantage is taken of any professional relationship they may have with any other employee; any student or client; or the parents of any students or clients in the course of their employment with the Foundation.

Employees shall not hold outside employment which conflicts with their regularly assigned duties.