

STAFF ETHICS/CONFLICT OF INTEREST/EMPLOYMENT OF RELATIVES

According to the Colorado Revised Statutes 24-18-105, the following ethical principles for school district employees "are intended as guides to conduct and do not constitute violations as such of the public trust of office or employment..."

1. An employee "should not acquire or hold an interest in any business or undertaking which the employee has reason to believe may be directly and substantially affected to its economic benefit by official action to be taken by an agency over which the employee has substantive authority."
2. An employee "should not, within six months following the termination of employment, obtain employment in which the employee will take direct advantage, unavailable to others, of matters with which the employee was directly involved during the employee's term of employment. These matters include rules, other than rules of general application, which the employee actively helped to formulate, and applications, claims or contested cases in the consideration of which the employee was an active participant."
3. An employee "should not perform an official act directly and substantially affecting a business or other undertaking to its economic detriment when the employee has a substantial financial interest in a competing firm or undertaking."
4. An employee is "discouraged from assisting or enabling members of their immediate family in obtaining employment, a gift of substantial value, or an economic benefit tantamount to a gift of substantial value from a person whom the employee is in a position to reward with official action or has rewarded with official action in the past." For these purposes, immediate family member means a person who is related by blood, marriage, civil union, or adoption.

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LEGAL REFS.: C.R.S. 2-4-401
C.R.S. 24-18-105

CROSS REF.: GBEA, Staff Ethics/Conflict of Interest/Employment of Relatives