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## CONFLICT OF INTEREST

District employees hold the public trust through ethical and responsible public service.

District employees will not use their roles or positions for personal financial gain or the financial gain of their families.

Employees shall not engage in business activity, accept private employment, or render services for private interests when such employment, business activity or service is incompatible with the proper discharge of the employee's official duties or would impair the employee's independence or judgment or action in the performance of the employee's official duties.

Employees shall not have a personal financial interest other than employment compensation, a business interest, or any other obligation that creates a substantial conflict with the proper performance of their duties or the best interest of the District.

Employees are expected to inform the Superintendent of relationships, which may be construed, implicitly or explicitly, as a conflict of interest. Failure to notify the Superintendent or engaging in actions, which result in an employee's financial gain other than employment compensation will be subject to discipline including oral and/or written reprimand, suspension and possible dismissal from employment and judicial charges as outlined in state statute.

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Reference: *Board Policy 3230* Conflict of Interest

*Wisconsin Statutes:* § 19.59 (1)  
 §946.10  
 §946.12  
 §946.13