

Clatsop Community College

Code: 4.905
Adopted: 1/26/95

STAFF ETHICS

College employees will not engage in, or have a financial interest in, any activity that raises a reasonable question of conflict of interest with their duties and responsibilities as College staff.

The College will not hire any employee who is a member of the immediate family of a member of the Board of Directors without a unanimous Board vote duly entered on the records of the Board's proceedings.

No administrator or supervisor will exercise direct supervisory authority over a person who is a member of his/her immediate family. Persons regularly employed by the College prior to the inception of such relationship will not be terminated but may be transferred to another building or placed under different supervision, if necessary, to eliminate potential conflict.

More than one member of an immediate family may be hired as a regular College employee. In accordance with Oregon law, however, the College may refuse to hire individuals, or may transfer current employees, in situations where an appointment would place one family member in a position of exercising supervisory, appointment or grievance adjustment authority over another member of the same family. Employees who are members of the same immediate family may not be assigned to work in the same building except by the President's authorization.

No College employee may serve as a Board member in the College.

An employee will not perform any duties related to an outside job during his/her regular working hours or during the additional time that he/she needs to fulfill the position's responsibilities; nor will an employee use any College facilities, equipment or materials in performing outside work.

END OF POLICY

Legal References:

ORS 244.010 et seq.
ORS 342.515
ORS 659.340