



# SAN DIEGO COMMUNITY COLLEGE DISTRICT

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## Board Policy

### Chapter 7 – Human Resources

#### BP 7800 – Employee Conflict of Interest

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District officers/employees are required to be alert to situations where a conflict of interest may occur in relation to their duties with the District.

All District employees/officers are by law subject to restrictions of their outside activities/enterprises/employment where a conflict of interest would occur.

A District employee/officer shall not engage in any outside employment, activity or enterprise for compensation which is inconsistent, incompatible, or in conflict with their duties with the District. A District employee/officer shall not perform any work, service, or counsel for compensation outside of their District where any part of their efforts will be subject to approval by any other officer, employee, committee of the District, or of the Board of Trustees.

Prohibited activities shall include the following, as well as other legal provision:

- The use of District time, facilities, equipment, supplies, prestige or influence for private gain or advantage.
- Receipt or acceptance of money or other consideration from other than the District for any activity which the employee/officer is expected to render in the regular course of work hours of their employment with the District.
- Performance of an act in other than their capacity as an employee/officer which may later be subject to control, inspection, review, audit, or enforcement of any other District employee/officer.
- Time demands which would render their duty performance less efficient.

Any violation of these prohibited activities shall be cause for disciplinary action which may result in dismissal or prosecution under current law regarding dismissal proceedings. Any such disciplinary action is subject to appeal rights in accordance with current law and District policies/procedures.

Also see BP 2710 titled Conflict of Interest, BP 2715 titled Code of Ethics/Standards of Practice and AP 4460.2 titled Conflict of Interest

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**Adopted:** 12/14/17

**Revised:**

*(Replaces current SDCCD Policy 4460, 8/14/98)*