



Policy: 3E-05.2

Authority: 240.319 FS., 6A-14.0247 FAC.

Law: Ch. 112, Part III; 240.335 FS.; Ch. 34-13 FAC.

Responsible Party: Vice President of Human Resources and Diversity

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Volume 3E - Human Resources, Standards for Performance and Conduct; Evaluation, Disciplinary Actions; Dispute Resolution Procedures

Code of Ethics for Public Employees

Policy Statement:

A. Under the provisions of Section 112.312, Florida Statutes, College employees are subject to the certain provisions of the Code of Ethics for Public Officers and Employees. All College employees shall comply with the applicable provisions of the Code including, but not limited to, the following:

1. Solicitation and acceptance of gifts.

No employee shall solicit or accept anything of value to the recipient, including a gift, loan, reward, promise of future employment, favor, or service, based upon any understanding that the official action or judgment of the employee would be influenced thereby.

2. Doing business with the College.

Subject to certain exemptions as set forth in Section 112.313(12), Florida Statutes, no employee, acting in a private capacity, shall rent, lease, or sell any realty, goods, or services to the College.

3. Unauthorized compensation.

No employee or his or her spouse or minor child shall, at any time, accept any compensation, payment, or thing of value when such employee knows, or, with the exercise of reasonable care, should know, that it was given to influence any action in which the employee was expected to participate in his or her official capacity.

4. Misuse of public position.

No employee shall corruptly use or attempt to use his or her official position or any property or resource which may be within his or her trust, or perform his or her official duties, to secure a special privilege, benefit, or exemption for himself or herself or others.

5. Conflicting employment or contractual relationship.

Subject to certain exemptions as set forth in Section 112.313(12), no employee shall have or hold any employment or contractual relationship with any business entity which is doing business with the College; nor shall an employee have or hold any employment or contractual relationship that will create a continuing or frequently recurring conflict between his or her private interests and the performance of his or her public duties or that would impede the full and faithful discharge of his or her duties.

6. Disclosure or use of certain information.

No employee shall disclose or use information not available to members of the general public and gained by reason of his or her official position for his or per personal gain or benefit or for the personal gain or benefit of any other person or business entity.

7. Employees holding office.

No employee shall hold office as a member of the District Board of Trustees while, at the same time, continuing as an employee of the College.

B. Construction.

1. In accordance with the provisions of Section 112.316, Florida Statutes, it is not the intent of the Code of Ethics for Public Officers and Employees or of the District Board of Trustees, nor shall this policy be construed to prevent any employee of the College from accepting other employment or following any pursuit which does not interfere with the full a faithful discharge by such employee of his or her duties to the College. See also Policy 6Hx28:07-28, Extra College Employment and Activities.

2. Prohibitions against doing business with the College shall be construed to prohibit College employees, acting in a private capacity, from engaging in the sale of instructional materials to students except as a regular part of the operation of the College such as sales through the college bookstore.

C. Penalties.

Violation of any provision of this policy shall subject the employee to the civil penalties provided in Section 112.317, Florida Statutes, which include, but are not limited to, dismissal from employment; as well as subject the violator to the criminal penalties provided in Section 112.3173, Florida Statutes.

Related Items

- See Policy 6Hx28:1-10 "Policy Against Improper Activities; Whistleblower Protection