

## **Conflict of Interest Policy** *adopted August 20, 2015*

No director or other officer of the district may hold any interest, directly or indirectly, in the sale of equipment, materials, or services to the district. If a director finds that s/he is in a position as state above, s/he must inform the Executive Director and/or the board of directors, and abstain from all discussion and decisions on the subject of interest.

Directors and associate directors must comply with the California Ralph M. Brown Act and the conflict of interest policies set forth in Division 9 of the California Public Resources Code.

All directors are required to complete ethics training as required by Government Code, and to comply with all ethics and conflict of interested policies adopted by SMCRCD.

Employees must avoid conflicts of interest, including the following:

- Employees may not serve as a member of the Board of Directors of the district.
- Employees may not serve as an employee, full or part time, nor hold office or serve as a member of a Board of Directors, or receive any benefit from any company, organization, association or other group which is a vendor or contractor for SMCRCD.
- Employees may not use their position in such a way as to receive discounts or financial favors.
- Employees cannot sponsor or influence a decision upon any program, vendor or any individual where it may logically result in a financial gain for that employee.

**Willful Conflict.** Any employee knowingly violating the Conflict of Interest Policy is subject to sanctions, which may include dismissal.

**Questions About Conflicts.** Any questions whether an action or activity could be considered a conflict of interest should contact the Executive Director.